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<b>14. ABSTRACT</b> The 2009 Workplace and Equal Opportunity Survey of Active Duty Members (WEOA2009) was designed to both estimate the level of racial/ethnic harassment/discrimination and provide information on a variety of consequences of racial/ethnic harassment/discrimination. This report gathered information on demographics, military workplace information, satisfaction and retention, unit cohesion, readiness, health and well-being, mentoring experiences, racial/ethnic-related experiences in the military, and personnel policy and practices. In this tabulation volume are an introduction to the survey, cross tabulations of the resulting data on a series of demographic variables of interest to the various policy offices within OUSD(P&R), and a copy of the survey instrument. Results are tabulated by Service, paygrade, gender, and race/ethnicity. Reporting categories are further broken out by race/ethnicity.											
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# **2009 Workplace and Equal Opportunity Survey of Active Duty Members Tabulations of Responses**

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**2009 WORKPLACE AND EQUAL OPPORTUNITY  
SURVEY OF ACTIVE DUTY MEMBERS:  
TABULATIONS OF RESPONSES**

**Defense Manpower Data Center  
Human Resources Strategic Assessment Program  
1600 Wilson Boulevard, Suite 400, Arlington, VA 22209-2593**



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Policy officials contributing to the development of this survey include James Love (ODUSD[EO]).

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Jacqueline Malone, SRA International, Inc., formatted and assembled this tabulation volume using DMDC's Survey Reporting Tool.

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# 2009 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: TABULATIONS OF RESPONSES

## *Introduction to the Survey*

The *Human Resources Strategic Assessment Program* (HRSAP), Defense Manpower Data Center (DMDC), conducts both Web-based and paper-and-pencil surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. *Human Relations Surveys* are in-depth studies of topics and populations, often requiring both paper-and-pencil surveys and Web-based surveys.

This report contains tabulations of responses from the *2009 Workplace and Equal Opportunity Survey of Active Duty Members* (2009 WEOA) conducted February, 2 to April 30, 2009. This introduction (1) summarizes the survey content, (2) defines the total population surveyed and the subgroups used in tabulations of responses, (3) summarizes the survey methodology,<sup>1</sup> and (4) provides details on how to use the tabulations. The tabulations and a copy of the survey items follow this introduction.<sup>2</sup>

## **Survey Content**

The 2009 WEOA fulfills the Congressional mandate outlined in Title 10 U. S. Code Section 481 for Joint Service quadrennial assessments of race/ethnic issues. The 2009 WEOA is the third DMDC active duty survey of racial/ethnic issues and was modeled on previous DMDC surveys of active duty members, the *1996 Equal Opportunity Status of the Armed Forces Survey* (1996 EOS) and the *2005 Workplace and Equal Opportunity Survey of Active Duty Members* (WEOA2005). These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. A copy of the survey is provided in Appendix A. The current survey was subdivided into the following 11 topic areas:

1. *Background Information*—Service, gender, paygrade, race/ethnicity, and education.
2. *Family and Household Information*—Marital status and race/ethnicity of spouse/significant other.
3. *Satisfaction and Retention Intention*—Spouse/family support for participation, years spent in military service, likelihood to continue

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<sup>1</sup> Details on survey methodology are reported in DMDC (2009).

<sup>2</sup> Refer to DMDC (2009a) to view a screen shot version of the survey as it appeared on the Web.

participation, overall satisfaction with the military way of life, and willingness to recommend military and government service.

4. *Tempo*—Time away from permanent duty station, duration of deployments to combat zones since September 11, 2001 and location of deployments within the past 12 months.
5. *Military Workplace*—Characteristics of and satisfaction with: immediate supervisors, military mentors, coworkers, and workplace; length of time in present military unit, preparedness, morale, and unit cohesion.
6. *Stress, Health, and Well-Being*—General health, physical well-being, perceived stress, experience of PTSD and depression symptoms and their perceived connection to personal traumatic events.
7. *Racial/Ethnic Experiences*—Types and frequency of personal experiences within the military community related to race/ethnicity, DoD's/Service's responsibility to prevent racial/ethnic harassment and/or discrimination, details pertaining to the most bothersome race/ethnicity-related situation experienced during the 12 months prior to taking the survey, including type(s) of incident(s) experienced, where and when it occurred, characteristics of offenders, to whom behaviors were reported, experience of retaliation for reporting, reasons for not reporting and, if applicable, active duty members' satisfaction with the complaint process and outcome.
8. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices and perceptions of race relations within the military and in the local community.
9. *Training*—Frequency and perceived effectiveness of training on racial/ethnic harassment and discrimination.
10. *Social Perceptions*—Personal experiences of racial/ethnic confrontations, and exposure to racist/gang messages and organizations.
11. *Military/Civilian Comparisons*—Perceptions of opportunities/conditions in the military compared to civilian employment, and historical and military/civilian comparisons of the prevalence of racial/ethnic harassment and discrimination.

## ***Population and Reporting Categories***

The population for the 2009 WEOA consisted of active duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard, excluding National Guard and Reserve members,<sup>3</sup> (1) who have at least six months of service at the time the questionnaire is first fielded and (2) are below flag rank.

Survey results are presented for the total DoD<sup>4</sup> and Coast Guard populations and by a variety of reporting categories. To form the reporting categories for the tabulations, respondents are classified by their responses to survey items. If the self-reported data are missing, then DMDC's *Active Duty Common Personnel Data System* is used to impute the subgroup classification at the time of sampling. Survey results are tabulated by Service, paygrade, gender, deployment, race/ethnicity by Service, and race/ethnicity by paygrade. Definitions for reporting categories follow:

- *Total DoD*—This category includes all DoD active duty members.
- *Service*—The categories include *Army*, *Navy*, *Marine Corps*, and *Air Force*.
- *Paygrade*—The *Enlisted* subgroup includes all enlisted paygrades (E1-E9). The *Enlisted* subgroup is broken into: junior enlisted members (*E1-E4*) and senior enlisted members (*E5-E9*). The *Officers* subgroup includes Warrant Officers (*W1-W5*) and commissioned officers (*O1-O3 and O4-O6*). Self-report data are used only to fill in missing administrative data.
- *Gender*—This category is self-explanatory.
- *Deployment*—The categories *Deployed Past 12 Months* and *Not Deployed Past 12 Months* indicate whether or not members were deployed longer than 30 consecutive days during the 12 months before taking the survey.
- *Race/Ethnicity*—Respondents are classified based on self-reported categories consistent with requirements of the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). *Hispanic* includes anyone marking that they are Spanish/Hispanic/Latino, regardless of how they answered the question on race. *White*, *Black*, *American Indian/Alaska Native (AIAN)*, *Asian*, and *Native Hawaiian/Pacific Islander (NHPI)* each include only those persons marking a single race and who did not report being Spanish/Hispanic/Latino. *Two or More Races* includes persons marking two or more of the races (*White*, *Black*, *Asian*, *American Indian/Alaska Native*, and *Native Hawaiian/Pacific Islander*) and not reporting being Spanish/Hispanic/Latino.

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<sup>3</sup> Although the law does not require quadrennial assessments of racial/ethnic issues of Coast Guard members, the Coast Guard requested to participate in this survey.

<sup>4</sup> Total DoD reflects responses from members of the Army, Navy, Marine Corps, and Air Force. Responses from Coast Guard members are tabulated separately.

- *Race/Ethnicity by Service*—To provide additional levels of detail for respondents who self-reported their race/ethnicity the tabulation layout also includes estimates by *Service*.
- *Race/Ethnicity by Paygrade*—To provide additional levels of detail for respondents who self-reported as *White, Black or African American, Spanish/Hispanic/Latino, AIAN, Asian or Two or More Races*, the tabulation layout also includes estimates by *Paygrade*, excluding W1-W5. Due to the small sample sizes of the NHPI group, results by *Paygrade* are presented at the *Enlisted* and *Officers* subgroup levels only.
- *Coast Guard*—Includes all Coast Guard members and this category is further broken down into the following subcategories: race/ethnicity (*White, Black or African American, Spanish/Hispanic/Latino, or Other Race/Ethnicity*),<sup>5</sup> paygrade (*Enlisted* including *E1-E9*, and *Officers* including warrant officers and commissioned officers), gender, and deployment.

### ***Survey Methodology***

The survey administration process began on January 20, 2009, with the mailout of notification letters to sample members. The notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via the Web and paper-and-pencil questionnaires. Data were collected between February 2 and April 30, 2009. Paper surveys were mailed on February 27, 2009 to those who did not respond via the Web.<sup>6</sup>

Single-stage, nonproportional stratified random sampling<sup>7</sup> procedures were used. The sample consisted of 87,302 individuals (including 7,981 Coast Guard) drawn from the sample frame constructed from *DMDC's Active Duty Common Personnel Data System*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor)

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<sup>5</sup> The category *Other Race/Ethnicity* includes Coast Guard members who identified as AIAN, Asian, NHPI or as being of Two or More Races. Due to low representation of these groups in the Coast Guard, members of these racial/ethnic groups were included in a single category to increase the probability of generating reportable results.

<sup>6</sup> A random 10% of the sample were offered only the Web survey and were not mailed the paper version. The remaining sample members were offered both the Web survey as well as the paper survey. The e-mail and postal reminders sent to the 10% Web-only sample did not mention the paper survey option.

<sup>7</sup> In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army personnel in one group, all female Army personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses.

that they were not in a Service as of the first day of the Web survey, February 2, 2009 (0.21% of sample).

Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical questions Q45 and Q48) were received from 26,167 eligible respondents (21,963 DoD and 4,204 Coast Guard). The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 32% (31% for DoD and 55% for Coast Guard.)<sup>8</sup>

Data were weighted using the industry standard three-stage process. This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The three stage process of weighting consists of the following steps:

- *Adjustment for selection probability*—Probability samples such as the sample for this survey are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
- *Adjustments for nonresponse*—Some sampled members do not respond to the survey. Continuing the previous example, suppose only half of sample members, 500, completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.
- *Adjustment to know population values*—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sample person responds to the survey. Because the sample design and

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<sup>8</sup> Approximately 95% of respondents completed the Web version of the survey. For more information on the demographic characteristics of respondents who replied to the Web and paper-and-pencil versions of the survey, please see the results for Q99: "Did you respond to this survey via the Web or a paper survey questionnaire?"



adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents was 7,000 men and 3,000 women. To dampen this possible bias and reproduce known population totals the weights would be adjusted by 1.21 for men and 0.5 for women that the final weights for men and women would be 24.3 and 10 which would give unbiased estimates of the total and of women and men in the subgroup.

Table 1 (pages 8-9) shows the number of respondents and the portion of total members in each reporting category. Also shown are the estimated number of members and the portion of total members in each reporting category. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number sampled, as well as differences in response rates.<sup>9</sup>

### ***Tabulation Procedures***

Tabulations<sup>10</sup> for each question in the survey are shown on a set of facing pages. The text of the questions and response options are shown at the top of the even-numbered pages with only the question number repeated on the odd-numbered pages. To compress the width of columns in the tables, the response options are shown with a number, letter, or DNA (i.e., *Does not apply*), then that number, letter, or DNA is used as the column heading for the responses. The central feature of the tabulations is the percentage of members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add to 100% due to rounding error.

Where an item can be presented as an average, that average is shown as a number estimate and in a bar chart. The averages can be quickly scanned for reporting groups differing from other similarly defined groups. Where a true response continuum is available (e.g., number of times trained), the mean of that continuum is presented; in other cases, the responses are averages of the numeric scales presented with the response options. Where there is a simple binomial response (e.g., yes/no), only one percentage is presented. In this case, the bar chart represents that percentage. When multi-level response scales (e.g., “yes,” “no,” “don’t know”) can be dichotomized, the bar chart represents either the sum of the percentages in multiple columns (e.g., “no” and “don’t know” summed) or the percentage in one column (e.g., “yes”).

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<sup>9</sup> There is also a slight difference in treatment of missing data. Cases with missing data are included in counts of respondents but are excluded in population estimates.

<sup>10</sup> Details of data editing and preparation are provided by DMDC (2009).

On each page of tabulations, the first column lists the reporting group shown in that row. The second column, *Percent Responding*, lists the portion of the reporting group represented in the estimates in that row. In most cases, if this percentage is not 100, it reflects item nonresponse, and the table note indicates that “Percent responding are Service members who answered the question.”

Not all questions will apply to every respondent. Respondents to the paper version of the survey are instructed to skip questions that do not apply to them (based on their answers to previous questions). Where possible, the Web survey is programmed to skip respondents over questions that do not apply to them. For example, Q9 (Is your spouse/significant other Spanish/Hispanic/Latino?) does not apply to those who indicated that they that they were not married in Q7 and did not have a girlfriend/boyfriend in Q8. The table note for this question indicates, “Percent responding are Service members who answered the question and who were married, separated, or had a significant other (Q7/Q8).”

The survey does not always skip questions that do not apply to the respondents. In the tabulations, *Does not apply* responses are typically included in the percentages in the *Percent Responding* column. For example, Q66 asked Service members to indicate if they knew the outcome of their report of race/ethnicity-related behaviors. Survey participants could indicate that the item does not apply because the investigation was still in process.

Because the survey contains open-ended questions, not all responses are tabulated. For example, Q45o and Q48u asked Service members to specify other negative, race/ethnic-related experiences they had during the 12 months prior to taking the survey. Since it is not feasible to tabulate the wide range of responses, the open-ended responses for Q45o and Q48u are not tabulated.

### ***Paper and Web Survey Comparability***

On occasion, the paper and Web versions of the survey differ. These differences result from the technological advantages and requirements available in a Web-based survey. The survey response options differ at times. The use of *Does not apply* response options in the paper version are unnecessary in the Web version due to “smart skip” technology. For example, Q46 in the paper version (“Do you consider ANY of the behaviors which you marked as happening to you in Question 45 to have been racial/ethnic harassment?”) includes a *Does not apply* response option for respondents to mark if they had not earlier reported any such experiences. For the Web version, respondents who had not reported experiencing any of the items listed in Question 45 were automatically skipped over Q46.

**Table 1.**  
**Number of Respondents and Estimated Population by Reporting Categories**

















































































































































	Respondents			Estimated Population				
	Count	Percent		Totals		Percent		Max ME
TOTAL DOD	21,963	100%		1,378,442	±9,759	100%		
Army	5,363	24%		535,156	±7,443	39%		±1
Navy	5,845	27%		322,380	±3,804	23%		±1
Marine Corps	4,358	20%		198,447	±4,573	14%		±1
Air Force	6,397	29%		322,460	±2,287	23%		±1
Enlisted	15,792	72%		1,153,460	±9,570	84%		±1
E1 – E4	5,960	27%		527,416	±11,222	38%		±1
E5 – E9	9,832	45%		626,044	±9,515	45%		±1
Officers	6,171	28%		224,983	±3,257	16%		±1
O1 – O3	3,000	14%		116,793	±4,436	8%		±1
O4 – O6	2,842	13%		89,249	±3,345	6%		±1
Male	17,798	81%		1,180,688	±9,652	86%		±1
Female	4,165	19%		197,754	±3,759	14%		±1
Not Deployed Past 12 Months	14,448	66%		854,025	±16,725	62%		±2
Deployed Past 12 Months	7,495	34%		522,845	±16,198	38%		±2
WHITE	5,266	24%		853,733	±12,160	62%		±1
Army	1,456	7%		318,966	±8,332	23%		±1
Navy	1,757	8%		190,531	±4,623	14%		±1
Marine Corps	670	3%		127,754	±6,224	9%		±1
Air Force	1,383	6%		216,483	±4,305	16%		±1
Enlisted	3,916	18%		682,588	±11,699	50%		±1
E1 – E4	1,537	7%		324,850	±11,539	24%		±1
E5 – E9	2,379	11%		357,738	±9,657	26%		±1
Officers	1,350	6%		171,145	±3,922	12%		±1
O1 – O3	662	3%		87,589	±4,742	6%		±1
O4 – O6	591	3%		71,017	±3,310	5%		±1
BLACK	3,983	18%		218,116	±4,514	16%		±1
Army	1,174	5%		99,590	±3,706	7%		±1
Navy	942	4%		53,883	±1,845	4%		±1
Marine Corps	999	5%		20,075	±1,282	1%		±1
Air Force	868	4%		44,568	±1,271	3%		±1
Enlisted	2,735	12%		198,148	±4,473	14%		±1
E1 – E4	785	4%		74,152	±4,224	5%		±1
E5 – E9	1,950	9%		123,996	±3,333	9%		±1
Officers	1,248	6%		19,968	±913	1%		±1
O1 – O3	552	3%		9,651	±546	1%		±1
O4 – O6	636	3%		7,293	±549	1%		±1
HISPANIC	4,204	19%		180,744	±7,063	13%		±1
Army	1,156	5%		71,864	±4,073	5%		±1
Navy	874	4%		39,700	±2,636	3%		±1
Marine Corps	1,078	5%		35,884	±3,919	3%		±1
Air Force	1,096	5%		33,295	±3,319	2%		±1
Enlisted	2,911	13%		165,366	±6,908	12%		±1
E1 – E4	997	5%		77,593	±6,000	6%		±1
E5 – E9	1,914	9%		87,774	±4,065	6%		±1

Table 1. (continued)	Respondents		Estimated Population				
	Count	Percent	Totals		Percent		Max ME
Officers	1,293	6%		15,378	±1,554	1%	±1
O1 – O3	575	3%		7,836	±1,055	1%	±1
O4 – O6	658	3%		5,125	±661	0%	±1
AIAN	1,411	6%		12,892	±2,119	1%	±1
Army	512	2%		5,819	±1,529	0%	±1
Navy	225	1%		2,794	±628	0%	±1
Marine Corps	282	1%		2,417	±1,158	0%	±1
Air Force	392	2%		1,861	±647	0%	±1
Enlisted	1,088	5%		11,065	±1,871	1%	±1
E1 – E4	427	2%		5,629	±1,583	0%	±1
E5 – E9	661	3%		5,436	±1,007	0%	±1
Officers	323	1%		1,827	±995	0%	±1
O1 – O3	152	1%		626	±398	0%	±1
O4 – O6	129	1%		990	±875	0%	±1
ASIAN	3,904	18%		51,917	±2,827	4%	±1
Army	686	3%		15,085	±1,617	1%	±1
Navy	1,193	5%		20,504	±1,596	1%	±1
Marine Corps	794	4%		5,314	±1,241	0%	±1
Air Force	1,231	6%		11,014	±1,137	1%	±1
Enlisted	2,703	12%		42,862	±2,589	3%	±1
E1 – E4	1,129	5%		18,151	±1,986	1%	±1
E5 – E9	1,574	7%		24,711	±1,755	2%	±1
Officers	1,201	5%		9,055	±1,139	1%	±1
O1 – O3	603	3%		5,819	±978	0%	±1
O4 – O6	560	3%		2,893	±585	0%	±1
NHPI	1,049	5%		10,783	±1,907	1%	±1
Army	113	1%		6,311	±1,795	0%	±1
Navy	260	1%		1,800	±473	0%	±1
Marine Corps	159	1%		895	±191	0%	±1
Air Force	517	2%		1,777	±395	0%	±1
Enlisted	950	4%		10,212	±1,864	1%	±1
Officers	99	0%		571	±402	0%	±1
TWO OR MORE RACES	2,135	10%		48,297	±5,468	4%	±1
Army	263	1%		17,094	±3,970	1%	±1
Navy	594	3%		13,168	±2,263	1%	±1
Marine Corps	374	2%		5,515	±2,072	0%	±1
Air Force	904	4%		12,520	±2,177	1%	±1
Enlisted	1,481	7%		41,754	±5,251	3%	±1
E1 – E4	724	3%		22,469	±4,393	2%	±1
E5 – E9	757	3%		19,284	±2,896	1%	±1
Officers	654	3%		6,544	±1,528	0%	±1
O1 – O3	402	2%		4,604	±1,309	0%	±1
O4 – O6	233	1%		1,563	±638	0%	±1
COAST GUARD	4,204	100%		40,999	±344	100%	Max ME
White	1,868	44%		30,205	±594	74%	±2
Black	690	16%		2,142	±60	5%	±1
Hispanic	875	21%		4,958	±310	12%	±1
Other Race/Ethnicity	769	18%		3,648	±409	9%	±2
Enlisted	3,151	75%		32,992	±307	80%	±1
Officers	1,053	25%		8,007	±248	20%	±1
Male	3,025	72%		35,920	±373	88%	±1
Female	1,179	28%		5,079	±149	12%	±1
Not Deployed Past 12 Months	3,374	80%		32,072	±927	78%	±3
Deployed Past 12 Months	826	20%		8,878	±899	22%	±3

### ***Combining Information From Multiple Items***

Tabulations in this volume generally present data for individual survey questions. There are four types of exceptions. The first type of exception is where the results for multiple items are presented on a single set of pages.

- In Q62, members were asked whether they informally discussed or formally reported the one situation with any military individuals or organizations. The tabulations for this question show the percentage of each reporting category who marked Yes, indicating they informally discussed the one situation and/or formally reported the one situation with some military individual(s) or organization(s).

The second exception is where Service members can provide multiple answers to a single question (e.g., race).

- In Q5, members are asked to mark one or more races. The tabulations show the percentage who responded that they were *White*, *Black*, *American Indian/Alaska Native*, *Asian*, and/or *Native Hawaiian/Other Pacific Islander*. Respondents who indicated more than one race are also shown in the percentage of *More than one race*. For example, if a respondent indicated they were Asian and White, they were counted in the percentage as *Asian*, *White*, and *More than one race*.

The third exception pertains to constructed composite measures (e.g., scales, indices and summary variables) described below. For example, incident rates of racially/ethnically offensive behaviors are constructed from multiple items.

Individual items in each measure are presented first followed by tabulation pages showing composite measure results. Where applicable, Cronbach's coefficient alpha, a measure of scale reliability, is provided in the table notes. For details of the psychometric analyses used to confirm the properties of the measures and more detailed discussion of the creation of composite measures, see Joseph, D.L., Nye, C.D., Ormerod, A.J. Matos, K. (2009).

- *Supervisor Satisfaction*—The composite measure includes survey items on Service members' agreement that his/her supervisor can be trusted, treats all assigned people fairly, has very little conflict with people who report to him/her, evaluates performance fairly, makes work assignments fairly, and gives satisfactory direction (Q22). A higher score indicates the Service member more strongly agreed with positive statements about his/her supervisor (i.e., was more satisfied).
- *Career Mentoring*—The composite measure includes survey items on Service members' assessments of the usefulness of their most effective mentors' behaviors that supported members' advancement in the military (Q27a-h, j). Examples include providing opportunities for and advice on challenging assignments and inviting members to observe activities at the mentor's hierarchical level. A higher score indicates the Service member

perceived the mentor's career mentoring behaviors as more useful in advancing the member's military career.

- *Psychosocial Mentoring*—The composite measure includes survey items on Service members' assessment of the usefulness of their most effective mentor's behaviors that supported members' development of their professional identities (Q27i, k, l). Examples include providing support and encouragement and personal and social guidance. A higher score indicates the Service member perceived the mentor's psychosocial mentoring behaviors as more useful in advancing the member's military career.
- *Coworker Satisfaction*—The composite measure includes survey items on Service members' agreement with statements about the amount of conflict among coworkers, coworker work effort, work group compatibility, helpfulness of coworkers, and relationships with coworkers (Q31). A higher scale score indicates the Service member more strongly agreed with positive statements about his/her coworkers (i.e., was more satisfied).
- *Workplace Hostility*—The composite measure includes survey items on the degree to which people in the workplace act in an angry or hostile manner toward coworkers and subordinates (Q32). Examples include intentionally interfering with other's work performance, taking credit for other's work or ideas, and using insults, sarcasm or gestures to humiliate others. A higher score indicates the Service member more frequently perceived hostile behaviors in their workplace.
- *Work Satisfaction*—The composite measure includes survey items on sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills (Q33a-d). Higher scores on this measure indicate members strongly agreed with positive statements about their work.
- *Unit Cohesion*—The composite measure includes survey items pertaining to affective ties within a small group that sustain commitment to their peers, their unit and their mission (Q37). Higher scores on this measure indicates greater perceived unit cohesion. For additional information on the *Unit Cohesion* scale constructed from these items, please see Siebold & Lindsay (1999).
- *General Health*—The General Health scale is designed to provide a self-assessment of overall physical well-being. The four scale items (Q38) were taken from the general health perceptions subscale on the Short-Form Health Survey (SF-36) of the Medical Outcomes Study questionnaire (Ware & Sherbourne, 1992). For the purposes of this report, Q38b-c were reverse coded. Higher scores on this measure indicate more positive perceptions of health.

- *Physical Health*—Service members' perceptions of their physical health were assessed by the *Physical Health* scale. The four scale items (Q39) are based on the RAND-36. It can be found in the Medical Outcomes Study questionnaire (SF-36; Ware & Sherbourne, 1992)<sup>11</sup> which is derived from work by the Rand Corporation. For the purposes of this report, Q39a-d were reverse-coded. A high scale score indicates that the Service member considers him/herself to be in good physical health.
- *Perceived Stress*—To evaluate personal stress levels, Service members were asked about their emotional experiences/reactions in the month prior to taking the survey (Q41). The measure of perceived stress is a 10-item version of the *Perceived Stress Scale*® (Cohen, Kamarck, & Mermelstein, 1983; Cohen & Williamson, 1988). Items were scored 0 to 4. For the purposes of this report, Q41d, e, g, and h were reverse-coded. Scores are reported as a single figure, which is the sum of the individual scores (range 0 to 40). Higher scores indicate greater perceived stress.
- *Post Traumatic Stress Disorder (PTSD)*—The PTSD Check List—Military Version (PCL-M), a 17-item screening tool, was used to provide information regarding the relative severity of PTSD symptoms that individuals are experiencing (Q42). Scores on all items are summed to get a Total Score. Total Scores range from 17 to 85,<sup>12</sup> with higher scores indicating greater experience of PTSD symptoms. Traditionally, a score of 50 on the PCL-M is considered to be a reliable cutoff suggesting that further evaluation for PTSD would be beneficial.
- *Depression Scale*—The first eight questions from the Patient Health Questionnaire (PHQ-9) Depression Scale were used to measure the presence of depression related thoughts and behaviors (Q43). Scores range from 1 to 4, with greater scores indicating higher levels of depression.<sup>13</sup> One item, "Thoughts that you would be better off dead, or of hurting yourself in some way," on the PHQ-9 Depression Scale was excluded from this survey.

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<sup>11</sup> The original instrument included a mid-point response option of "don't know."

<sup>12</sup> For the PLC-M, respondents were required to have answered sixteen of the seventeen items. Of those that met this criteria, missing data was set to the lowest value, 1, and then responses were summed.

<sup>13</sup> For the eight-item PHQ-9, when respondents met the 90% criteria, the mean was calculated based on the items with valid responses.

The fourth exception pertains to the composite measures constructed specifically to report incident rates for racial/ethnic harassment or discrimination. The 2009 WEOA incident rates report the percentage of Service members who indicated experiencing at least one of the 36 racial/ethnic-related behaviors during the 12 months preceding the survey administration (Q45 and Q48), AND who indicated a belief that what they had experienced constituted racial/ethnic harassment or discrimination (Q46 and Q49a).<sup>14</sup>

- The *Harassment* incident rate is a summary indicator reflecting whether Service members indicated they experienced race/ethnicity-related insensitivity, threats, or actual harm from another military member or a DoD civilian (Q45a-n and Q46).<sup>15</sup> Rates were similarly constructed for subcategories of the overall incident rate to include *Offensive Encounters* (Q45a-j, Q46) and *Harm or Threat of Harm* (Q45k-n, Q46).
  - *Offensive Encounters* includes situations in which Service members believed other DoD (military or civilian) personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
  - *Harm or Threat of Harm* includes perceptions of threat, vandalism, and assault stemming from Service members' race/ethnicity and caused by DoD (military or civilian) personnel.
- The *Discrimination* incident rate is a summary indicator reflecting whether Service members indicated they experienced race/ethnicity-related discrimination from another military member or a DoD civilian (Q48a-t, Q49a). Rates were similarly constructed for subcategories of the overall incident rate to include *Assignment/Career Discrimination* (Q48e, j-n, q, Q49a), *Evaluation Discrimination* (Q48a-d, Q49a), *Services Discrimination* (Q48r-t, Q49a), *Training/Test Scores Discrimination* (Q48f-i, Q49a), and *Undue Punishment* (Q48o-p, Q49a).
  - *Assignment/Career Discrimination* reflects the extent to which Service members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity.
  - *Evaluation Discrimination* reflects Service members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.
  - *Training/Test Scores Discrimination* concerns the extent to which Service members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.

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<sup>14</sup> A Service member is included in an incident rate if he or she endorsed one survey item, more than one survey item, or all survey items included in that rate. That is, a member is counted in an incident rate only once regardless of the number of items he or she endorsed.

<sup>15</sup> For the individual Q48 items, only responses of "yes," and "my race/ethnicity was a factor" were counted.



- *Undue Punishment* reflects Service members' perceptions that race/ethnicity influenced whether and how they were punished.
- *Services Discrimination* concerns the extent to which Service members believed their race/ethnicity influenced the availability and quality of services provided by DoD authorities and agencies.
- *Incident Harassment/Discrimination* is a summary indicator reflecting whether Service members indicated they experienced race/ethnicity-related insensitivity, threats or actual harm, or discrimination from another military member or a DoD civilian AND considered at least one behavior experienced to have been racial/ethnic harassment or discrimination (Q45a-n, Q46, Q48a-t and Q49a).
- *Any Incident*—is a summary indicator reflecting whether Service members indicated they experienced race/ethnicity-related insensitivity, threats or actual harm, or discrimination from another military member or a DoD civilian regardless of whether they considered any of their experiences to have been racial/ethnic harassment or discrimination (Q45a-n, Q48a-t).
- *Organizational Affiliation*—In Q60a-i, Service members were asked to identify whether the offenders in the race/ethnic-related situation that bothered them most were military members (Q60a-e) and/or civilian personnel (Q60f-g). Q60a-g were collapsed into three categories, indicating whether the person(s) involved were military personnel only, civilian personnel only, or both military and civilian personnel.
- *Retaliation*—In Q71, Service members were asked to indicate whether they had experienced professional or social retaliation for reporting the one situation that bothered them most. Q71 were expanded into four categories, indicating whether the person(s) experienced only professional retaliation, only social retaliation, both professional and social retaliation, or neither professional nor social retaliation.

### **Margins of Error**

The complex sample design required weighting to produce population estimates, (e.g., percent female).<sup>16</sup> Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN<sup>®</sup> PROC DESCRIPT, (Research Triangle Institute, Inc., 2004).

By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-

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<sup>16</sup> As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

<sup>®</sup> Registered 2004 by Research Triangle Institute, P.O. Box 12194, Research Triangle Park, NC 27709-2194.

widths). Percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (Max ME) for each reporting category is shown. That is, the tab volume shows only the largest margin of error for the percentages or means in each row. For each average shown in these tabulations, its margin of error is also printed.

The following reporting conventions are used:

- “0” indicates that no one in any reporting group selected the response option,
- NR indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225),
- NA indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions,
- no Max ME is printed when all percentages in the row are shown as NR,
- no margin of error is printed for an average when it is shown as NR.

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## **Tabulations of Responses**

**1. In what Service were you on active duty on February 2, 2009?**1. Army  
4. Air Force2. Navy  
5. Coast Guard3. Marine Corps  
6. None, you were separated or retired

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL DOD	100	±1	39	23	14	23	0	0°	±1
Army	100	±1	100	0	0	0	0	0°	±0
Navy	100	±1	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±1	0	0	0	100	0	0°	±0
Enlisted	100	±1	39	24	15	22	0	0°	±1
E1 – E4	100	±1	40	20	20	20	0	0°	±2
E5 – E9	100	±1	38	27	11	24	0	0°	±1
Officers	100	±1	40	23	9	29	0	0°	±1
O1 – O3	100	±1	36	24	10	30	0	0°	±3
O4 – O6	100	±0	36	24	8	33	0	0°	±3
Male	100	±1	39	23	16	22	0	0°	±1
Female	100	±1	37	24	6	32	0	0°	±1
Not Deployed Past 12 Months	100	±1	34	23	15	28	0	0°	±2
Deployed Past 12 Months	100	±0	46	24	14	16	0	0°	±2
WHITE	100	±1	37	22	15	25	0	0°	±1
Army	100	±1	100	0	0	0	0	0°	±0
Navy	100	±1	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±1	0	0	0	100	0	0°	±0
Enlisted	100	±1	38	22	16	24	0	0°	±1
E1 – E4	100	±1	40	18	21	21	0	0°	±2
E5 – E9	100	±1	36	26	12	27	0	0°	±2
Officers	100	±1	36	23	9	31	0	0°	±2
O1 – O3	100	±1	33	25	10	31	0	0°	±3
O4 – O6	100	±0	33	24	8	35	0	0°	±3
BLACK	100	±0	46	25	9	20	0	0°	±2
Army	100	±0	100	0	0	0	0	0°	±0
Navy	100	±0	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±0	0	0	0	100	0	0°	±0
Enlisted	100	±0	45	25	9	21	0	0°	±2
E1 – E4	100	±0	42	26	12	20	0	0°	±4
E5 – E9	100	±0	46	25	8	21	0	0°	±2
Officers	100	±0	56	19	6	18	0	0°	±3
O1 – O3	100	±0	48	23	6	23	0	0°	±4
O4 – O6	100	±0	55	18	7	20	0	0°	±4
HISPANIC	100	±1	40	22	20	18	0	0°	±2
Army	100	±1	100	0	0	0	0	0°	±0
Navy	100	±0	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±0	0	0	0	100	0	0°	±0
Enlisted	100	±0	39	22	21	18	0	0°	±3
E1 – E4	100	±0	38	19	26	17	0	0°	±5
E5 – E9	100	±0	40	25	16	19	0	0°	±3

Note. Percent responding are active duty members who answered the question. Respondents not in a Service on February 2, 2009, are excluded from this report (Q1).

° Response option never endorsed.

1. Continued	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
Officers	100	±1	47	20	9	23	0	0°	±6
O1 – O3	100	±1	37	21	11	31	0	0°	±8
O4 – O6	100	±0	44	25	7	24	0	0°	±8
AIAN	100	±1	45	22	19	14	0	0°	±9
Army	100	±0	100	0	0	0	0	0°	±0
Navy	100	±0	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±1	0	0	0	100	0	0°	±0
Enlisted	100	±1	42	22	20	15	0	0°	±11
E1 – E4	100	±1	50	13	29	8	0	0°	±18
E5 – E9	100	±0	34	32	12	22	0	0°	±12
Officers	100	±0	NR	NR	9	9	0	0°	±14
O1 – O3	100	±0	NR	NR	9	16	0	0°	±13
O4 – O6	100	±0	NR	5	NR	7	0	0°	±10
ASIAN	100	±1	29	39	10	21	0	0°	±3
Army	100	±0	100	0	0	0	0	0°	±0
Navy	100	±1	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±0	0	0	0	100	0	0°	±0
Enlisted	100	±1	27	43	10	20	0	0°	±3
E1 – E4	100	±0	30	34	15	22	0	0°	±6
E5 – E9	100	±1	24	49	7	20	0	0°	±4
Officers	100	±0	41	24	11	25	0	0°	±9
O1 – O3	100	±0	40	22	11	27	0	0°	±14
O4 – O6	100	±0	38	28	10	24	0	0°	±13
NHPI	100	±1	59	17	8	16	0	0°	±8
Army	100	±0	NR	NR	NR	NR	NR	0°	±0
Navy	100	±1	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±0	0	0	0	100	0	0°	±0
Enlisted	100	±1	58	17	8	17	0	0°	±9
Officers	100	±0	NR	NR	5	16	NR	0°	±16
TWO OR MORE RACES	100	±1	35	27	11	26	0	0°	±7
Army	99	±2	100	0	0	0	0	0°	±0
Navy	100	±0	0	100	0	0	0	0°	±0
Marine Corps	100	±0	0	0	100	0	0	0°	±0
Air Force	100	±0	0	0	0	100	0	0°	±0
Enlisted	100	±0	34	28	12	26	0	0°	±7
E1 – E4	100	±0	38	26	16	21	0	0°	±11
E5 – E9	100	±0	29	31	8	32	0	0°	±9
Officers	98	±5	45	20	7	27	0	0°	±13
O1 – O3	97	±7	49	17	7	27	0	0°	±15
O4 – O6	100	±0	NR	NR	9	NR	0	0°	±6
COAST GUARD	100	±1	0	0	0	0	100	0°	±0
White	100	±1	0	0	0	0	100	0°	±0
Black	100	±0	0	0	0	0	100	0°	±0
Hispanic	100	±1	0	0	0	0	100	0°	±0
Other Race/Ethnicity	100	±0	0	0	0	0	100	0°	±0
Enlisted	100	±1	0	0	0	0	100	0°	±0
Officers	100	±1	0	0	0	0	100	0°	±0
Male	100	±1	0	0	0	0	100	0°	±0
Female	100	±1	0	0	0	0	100	0°	±0
Not Deployed Past 12 Months	100	±1	0	0	0	0	100	0°	±0
Deployed Past 12 Months	100	±1	0	0	0	0	100	0°	±0

NR: Not reportable

° Response option never endorsed.

**2. Are you...?**

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
<b>TOTAL DOD</b>	100	±1	86	14	±1
Army	100	±1	86	14	±1
Navy	100	±1	85	15	±1
Marine Corps	100	±1	94	6	±1
Air Force	100	±1	80	20	±1
Enlisted	100	±1	86	14	±1
E1 – E4	100	±1	86	14	±1
E5 – E9	100	±1	86	14	±1
Officers	100	±1	84	16	±2
O1 – O3	100	±1	82	18	±2
O4 – O6	100	±1	86	14	±3
Male	100	±1	100	0	±0
Female	100	±1	0	100	±0
Not Deployed Past 12 Months	100	±1	83	17	±1
Deployed Past 12 Months	100	±1	90	10	±1
<b>WHITE</b>	100	±1	89	11	±1
Army	100	±1	91	9	±1
Navy	99	±1	88	12	±2
Marine Corps	100	±0	95	5	±2
Air Force	100	±1	84	16	±1
Enlisted	100	±1	90	10	±1
E1 – E4	100	±1	89	11	±1
E5 – E9	100	±1	90	10	±1
Officers	100	±1	86	14	±2
O1 – O3	100	±1	85	15	±3
O4 – O6	100	±1	88	12	±3
<b>BLACK</b>	100	±1	75	25	±1
Army	100	±1	75	25	±2
Navy	100	±1	77	23	±2
Marine Corps	100	±0	91	9	±2
Air Force	100	±1	68	32	±2
Enlisted	100	±1	76	24	±1
E1 – E4	100	±0	75	25	±3
E5 – E9	100	±1	76	24	±2
Officers	100	±1	71	29	±3
O1 – O3	100	±1	67	33	±4
O4 – O6	100	±1	73	27	±3
<b>HISPANIC</b>	100	±1	85	15	±2
Army	100	±1	86	14	±2
Navy	100	±0	83	17	±3
Marine Corps	100	±1	94	6	±2
Air Force	100	±1	76	24	±5
Enlisted	100	±1	86	14	±2
E1 – E4	100	±1	85	15	±3
E5 – E9	100	±1	86	14	±2

Note. Percent responding are active duty members who answered the question.

2. Continued	Percent Responding		Percentages		Max ME
			1	2	
Officers	100	±1	80	20	±5
O1 – O3	100	±0	77	23	±7
O4 – O6	100	±1	84	16	±8
AIAN	100	±1	82	18	±5
Army	100	±1	85	15	±8
Navy	100	±0	75	25	±12
Marine Corps	100	±0	84	16	±12
Air Force	100	±0	83	17	±8
Enlisted	100	±0	80	20	±6
E1 – E4	100	±0	78	22	±10
E5 – E9	100	±0	83	17	±7
Officers	100	±1	94	6	±5
O1 – O3	100	±0	91	9	±9
O4 – O6	100	±1	95	5	±7
ASIAN	100	±1	84	16	±3
Army	100	±0	85	15	±3
Navy	100	±1	86	14	±5
Marine Corps	100	±1	90	10	±5
Air Force	100	±0	77	23	±5
Enlisted	100	±1	85	15	±3
E1 – E4	100	±1	82	18	±5
E5 – E9	100	±1	87	13	±3
Officers	100	±0	79	21	±6
O1 – O3	100	±0	80	20	±6
O4 – O6	100	±0	78	22	±12
NHPI	100	±1	79	21	±8
Army	100	±0	85	15	±15
Navy	100	±1	65	35	±16
Marine Corps	100	±0	74	26	±18
Air Force	100	±1	74	26	±7
Enlisted	100	±1	80	20	±9
Officers	99	±1	NR	NR	
TWO OR MORE RACES	100	±1	80	20	±5
Army	99	±3	78	22	±10
Navy	100	±0	85	15	±6
Marine Corps	100	±1	85	15	±14
Air Force	100	±0	74	26	±8
Enlisted	100	±1	81	19	±5
E1 – E4	100	±0	80	20	±8
E5 – E9	99	±2	81	19	±7
Officers	100	±0	74	26	±12
O1 – O3	100	±0	71	29	±15
O4 – O6	100	±0	NR	NR	
COAST GUARD	100	±1	88	12	±1
White	100	±1	88	12	±1
Black	100	±1	82	18	±3
Hispanic	100	±0	88	12	±3
Other Race/Ethnicity	100	±0	84	16	±3
Enlisted	100	±1	88	12	±1
Officers	100	±1	85	15	±1
Male	100	±1	100	0	±0
Female	100	±1	0	100	±0
Not Deployed Past 12 Months	100	±1	87	13	±1
Deployed Past 12 Months	100	±1	91	9	±2

NR: Not reportable



**3. What is your current paygrade?**1. E1-E4  
4. O1-O32. E5-E9  
5. O4-O6

3. W1-W5














































	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	100	±1	38	45	1	8	6	±1
Army	100	±1	39	44	3	8	6	±2
Navy	100	±1	32	52	1	9	7	±2
Marine Corps	100	±1	54	35	1	6	3	±3
Air Force	100	±1	33	47	0	11	9	±1
Enlisted	100	±1	46	54	0	0	0	±1
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±1	0	0	8	52	40	±2
O1 – O3	100	±1	0	0	0	100	0	±0
O4 – O6	100	±1	0	0	0	0	100	±0
Male	100	±1	38	46	1	8	6	±1
Female	100	±1	38	44	1	11	7	±2
Not Deployed Past 12 Months	100	±1	38	44	1	9	7	±2
Deployed Past 12 Months	100	±0	38	47	2	8	5	±2
<b>WHITE</b>	100	±1	38	42	1	10	8	±2
Army	100	±1	41	40	3	9	7	±3
Navy	100	±1	30	49	1	11	9	±3
Marine Corps	100	±0	55	33	1	7	4	±4
Air Force	100	±1	31	45	0	13	12	±2
Enlisted	100	±1	48	52	0	0	0	±2
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±0	0	100	0	0	0	±0
Officers	100	±1	0	0	7	51	42	±3
O1 – O3	100	±1	0	0	0	100	0	±0
O4 – O6	100	±0	0	0	0	0	100	±0
<b>BLACK</b>	100	±1	34	57	1	4	3	±2
Army	100	±1	31	57	3	5	4	±3
Navy	100	±0	35	58	0	4	2	±3
Marine Corps	100	±0	43	50	1	3	3	±4
Air Force	100	±0	34	58	0	5	3	±3
Enlisted	100	±0	37	63	0	0	0	±2
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±0	0	100	0	0	0	±0
Officers	100	±1	0	0	15	48	36	±3
O1 – O3	100	±0	0	0	0	100	0	±0
O4 – O6	100	±1	0	0	0	0	100	±0
<b>HISPANIC</b>	100	±1	43	49	1	4	3	±3
Army	100	±0	41	49	3	4	3	±4
Navy	100	±1	37	55	0	4	3	±5
Marine Corps	100	±1	57	39	1	2	1	±6
Air Force	100	±1	39	50	0	7	4	±6
Enlisted	100	±1	47	53	0	0	0	±3
E1 – E4	100	±1	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0

Note. Percent responding are active duty members who answered the question.

3. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	100	±0	0	0	16	51	33	±7
O1 – O3	100	±0	0	0	0	100	0	±0
O4 – O6	100	±0	0	0	0	0	100	±0
AIAN	100	±1	44	42	2	5	8	±10
Army	100	±0	48	32	3	4	NR	±14
Navy	100	±0	26	62	0	NR	2	±12
Marine Corps	100	±1	NR	26	0	2	NR	±17
Air Force	100	±0	26	66	0	5	3	±13
Enlisted	100	±1	51	49	0	0	0	±9
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±0	0	0	NR	NR	NR	±0
O1 – O3	100	±0	0	0	0	100	0	±0
O4 – O6	100	±0	0	0	0	0	100	±0
ASIAN	100	±1	35	48	1	11	6	±3
Army	100	±0	36	40	2	16	7	±6
Navy	100	±1	30	60	0	6	4	±5
Marine Corps	100	±0	51	31	1	12	6	±15
Air Force	100	±1	35	44	0	14	6	±6
Enlisted	100	±1	42	58	0	0	0	±4
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	±0
Officers	100	±1	0	0	4	64	32	±7
O1 – O3	100	±0	0	0	0	100	0	±0
O4 – O6	100	±1	0	0	0	0	100	±0
NHPI	100	±0	38	57	0	3	2	±9
Army	100	±0	33	62	NR	NR	2	±14
Navy	100	±0	35	59	1	3	2	±13
Marine Corps	100	±0	68	28	1	2	1	±8
Air Force	100	±0	42	53	0	3	2	±11
Enlisted	100	±0	40	60	0	0	0	±9
Officers	100	±0	NR	NR	5	NR	NR	±9
TWO OR MORE RACES	100	±1	47	40	1	10	3	±6
Army	100	±0	50	32	2	14	2	±12
Navy	100	±0	44	46	0	6	4	±9
Marine Corps	100	±1	63	29	0	5	3	±17
Air Force	100	±0	37	49	0	10	4	±9
Enlisted	100	±0	54	46	0	0	0	±7
E1 – E4	100	±0	100	0	0	0	0	±0
E5 – E9	100	±0	0	100	0	0	0	±0
Officers	100	±1	0	0	6	70	24	±13
O1 – O3	100	±1	0	0	0	100	0	±0
O4 – O6	100	±0	0	0	0	0	100	±0
COAST GUARD	100	±1	31	49	4	9	7	±2
White	100	±1	29	49	4	9	8	±2
Black	100	±1	33	50	5	7	5	±2
Hispanic	100	±1	41	49	2	6	2	±4
Other Race/Ethnicity	100	±0	34	50	2	11	4	±7
Enlisted	100	±1	39	61	0	0	0	±2
Officers	100	±1	0	0	19	46	35	±3
Male	100	±1	31	50	4	8	7	±2
Female	100	±1	36	41	1	16	6	±2
Not Deployed Past 12 Months	100	±1	32	49	4	8	8	±2
Deployed Past 12 Months	100	±1	31	50	3	13	3	±6

NR: Not reportable

## 4. Are you Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	13	±1	
Army	100	±1	13	±1	
Navy	100	±1	12	±1	
Marine Corps	100	±1	18	±3	
Air Force	100	±1	10	±2	
Enlisted	100	±1	14	±1	
E1 – E4	100	±1	15	±2	
E5 – E9	100	±1	14	±1	
Officers	100	±1	7	±1	
O1 – O3	99	±1	7	±1	
O4 – O6	100	±1	6	±1	
Male	100	±1	13	±1	
Female	100	±1	14	±2	
Not Deployed Past 12 Months	100	±1	13	±1	
Deployed Past 12 Months	100	±1	13	±2	
WHITE	100	±1	0	±0	
Army	100	±1	0	±0	
Navy	100	±1	0	±0	
Marine Corps	100	±0	0	±0	
Air Force	100	±1	0	±0	
Enlisted	100	±1	0	±0	
E1 – E4	100	±1	0	±0	
E5 – E9	100	±1	0	±0	
Officers	100	±1	0	±0	
O1 – O3	99	±1	0	±0	
O4 – O6	100	±1	0	±0	
BLACK	99	±1	0	±0	
Army	99	±1	0	±0	
Navy	100	±1	0	±0	
Marine Corps	99	±1	0	±0	
Air Force	99	±1	0	±0	
Enlisted	99	±1	0	±0	
E1 – E4	99	±1	0	±0	
E5 – E9	99	±1	0	±0	
Officers	99	±1	0	±0	
O1 – O3	99	±1	0	±0	
O4 – O6	99	±1	0	±0	
HISPANIC	100	±1	100	±0	
Army	100	±1	100	±0	
Navy	99	±2	100	±0	
Marine Corps	100	±1	100	±0	
Air Force	100	±1	100	±0	
Enlisted	100	±1	100	±0	
E1 – E4	100	±1	100	±0	
E5 – E9	100	±1	100	±0	

Note. Percent responding are active duty members who answered the question.

4. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	100	±1	100	±0	
O1 – O3	100	±0	100	±0	
O4 – O6	100	±1	100	±0	
AIAN	100	±1	0	±0	
Army	99	±1	0	±0	
Navy	100	±1	0	±0	
Marine Corps	100	±1	0	±0	
Air Force	100	±1	0	±0	
Enlisted	99	±1	0	±0	
E1 – E4	99	±1	0	±0	
E5 – E9	99	±1	0	±0	
Officers	100	±1	0	±0	
O1 – O3	99	±1	0	±0	
O4 – O6	100	±0	0	±0	
ASIAN	100	±1	0	±0	
Army	99	±1	0	±0	
Navy	100	±1	0	±0	
Marine Corps	100	±1	0	±0	
Air Force	100	±1	0	±0	
Enlisted	100	±1	0	±0	
E1 – E4	100	±1	0	±0	
E5 – E9	99	±1	0	±0	
Officers	100	±1	0	±0	
O1 – O3	100	±1	0	±0	
O4 – O6	100	±1	0	±0	
NHPI	100	±1	0	±0	
Army	100	±0	NR		
Navy	100	±0	0	±0	
Marine Corps	100	±0	0	±0	
Air Force	100	±1	0	±0	
Enlisted	100	±1	0	±0	
Officers	100	±1	NR		
TWO OR MORE RACES	100	±1	0	±0	
Army	100	±0	0	±0	
Navy	100	±0	0	±0	
Marine Corps	100	±1	0	±0	
Air Force	100	±0	0	±0	
Enlisted	100	±1	0	±0	
E1 – E4	100	±1	0	±0	
E5 – E9	100	±1	0	±0	
Officers	100	±0	0	±0	
O1 – O3	100	±0	0	±0	
O4 – O6	100	±0	0	±0	
COAST GUARD	100	±1	12	±1	
White	100	±1	0	±0	
Black	100	±1	0	±0	
Hispanic	100	±1	100	±0	
Other Race/Ethnicity	98	±4	0	±0	
Enlisted	99	±1	13	±1	
Officers	100	±1	7	±2	
Male	99	±1	12	±1	
Female	100	±1	11	±3	
Not Deployed Past 12 Months	100	±1	13	±2	
Deployed Past 12 Months	99	±2	11	±2	

NR: Not reportable

**5. What is your race?**

- |  |   |                                     |
|--|---|-------------------------------------|
| 1. White   | 2. Black or African American  | 3. American Indian or Alaska Native |
| 4. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) | 5. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) | 6. More than one race               |

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL DOD	95	±1	75	19	4	5	1	4	±1
Army	95	±1	73	22	4	4	2	4	±1
Navy	95	±1	72	20	4	9	1	5	±1
Marine Corps	93	±2	82	13	4	4	1	4	±2
Air Force	96	±1	79	16	3	6	1	5	±1
Enlisted	95	±1	74	21	4	5	2	4	±1
E1 – E4	94	±1	77	17	5	5	2	5	±2
E5 – E9	95	±1	71	23	4	6	2	4	±1
Officers	98	±1	84	10	3	6	1	3	±1
O1 – O3	98	±1	84	10	3	7	1	4	±2
O4 – O6	99	±1	86	9	2	4	1	2	±2
Male	95	±1	78	17	4	5	1	4	±1
Female	95	±1	61	32	5	7	2	6	±2
Not Deployed Past 12 Months	95	±1	75	19	4	5	1	4	±1
Deployed Past 12 Months	95	±1	77	18	4	6	2	4	±2
WHITE	99	±1	100	0	0	0	0	0	±0
Army	99	±1	100	0	0	0	0	0	±0
Navy	99	±1	100	0	0	0	0	0	±0
Marine Corps	99	±1	100	0	0	0	0	0	±0
Air Force	100	±1	100	0	0	0	0	0	±0
Enlisted	99	±1	100	0	0	0	0	0	±0
E1 – E4	99	±1	100	0	0	0	0	0	±0
E5 – E9	99	±1	100	0	0	0	0	0	±0
Officers	99	±1	100	0	0	0	0	0	±0
O1 – O3	99	±1	100	0	0	0	0	0	±0
O4 – O6	99	±1	100	0	0	0	0	0	±0
BLACK	99	±1	0	100	0	0	0	0	±0
Army	99	±1	0	100	0	0	0	0	±0
Navy	100	±1	0	100	0	0	0	0	±0
Marine Corps	99	±1	0	100	0	0	0	0	±0
Air Force	99	±1	0	100	0	0	0	0	±0
Enlisted	99	±1	0	100	0	0	0	0	±0
E1 – E4	99	±1	0	100	0	0	0	0	±0
E5 – E9	100	±1	0	100	0	0	0	0	±0
Officers	100	±1	0	100	0	0	0	0	±0
O1 – O3	100	±1	0	100	0	0	0	0	±0
O4 – O6	99	±1	0	100	0	0	0	0	±0
HISPANIC	69	±3	83	12	8	4	3	6	±3
Army	70	±4	80	14	6	2	5	5	±5
Navy	64	±5	81	14	8	6	2	7	±5
Marine Corps	66	±6	89	6	7	3	1	5	±7
Air Force	73	±5	83	12	11	5	2	9	±5
Enlisted	67	±3	83	12	8	3	3	7	±3
E1 – E4	67	±5	83	12	8	4	3	7	±5
E5 – E9	67	±3	83	12	8	3	3	6	±3

Note. Percent responding are active duty members who answered the question.

5. Continued	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
Officers	86	±4	83	9	5	5	4	4	±7
O1 – O3	83	±7	80	10	6	7	2	4	±9
O4 – O6	93	±2	89	7	4	5	4	6	±10
AIAN	99	±1	0	0	100	0	0	0	±0
Army	100	±1	0	0	100	0	0	0	±0
Navy	99	±3	0	0	100	0	0	0	±0
Marine Corps	100	±1	0	0	100	0	0	0	±0
Air Force	100	±1	0	0	100	0	0	0	±0
Enlisted	99	±1	0	0	100	0	0	0	±0
E1 – E4	100	±1	0	0	100	0	0	0	±0
E5 – E9	99	±2	0	0	100	0	0	0	±0
Officers	100	±1	0	0	100	0	0	0	±0
O1 – O3	100	±1	0	0	100	0	0	0	±0
O4 – O6	100	±0	0	0	100	0	0	0	±0
ASIAN	100	±1	0	0	0	100	0	0	±0
Army	100	±1	0	0	0	100	0	0	±0
Navy	100	±0	0	0	0	100	0	0	±0
Marine Corps	100	±1	0	0	0	100	0	0	±0
Air Force	100	±1	0	0	0	100	0	0	±0
Enlisted	100	±1	0	0	0	100	0	0	±0
E1 – E4	100	±1	0	0	0	100	0	0	±0
E5 – E9	100	±1	0	0	0	100	0	0	±0
Officers	100	±1	0	0	0	100	0	0	±0
O1 – O3	100	±1	0	0	0	100	0	0	±0
O4 – O6	100	±1	0	0	0	100	0	0	±0
NHPI	100	±1	0	0	0	0	100	0	±0
Army	100	±0	NR	NR	NR	NR	NR	NR	
Navy	100	±1	0	0	0	0	100	0	±0
Marine Corps	100	±0	0	0	0	0	100	0	±0
Air Force	99	±1	0	0	0	0	100	0	±0
Enlisted	100	±1	0	0	0	0	100	0	±0
Officers	100	±1	NR	NR	NR	NR	NR	NR	
TWO OR MORE RACES	100	±1	83	34	57	32	11	100	±6
Army	100	±0	85	37	58	26	8	100	±12
Navy	100	±1	84	30	64	33	11	100	±9
Marine Corps	100	±0	79	NR	NR	22	NR	100	±18
Air Force	100	±1	81	31	48	45	12	100	±9
Enlisted	100	±1	82	35	57	30	10	100	±7
E1 – E4	100	±1	83	32	59	27	11	100	±10
E5 – E9	100	±1	81	39	56	33	9	100	±8
Officers	100	±1	91	23	53	47	13	100	±12
O1 – O3	100	±1	91	23	51	49	14	100	±16
O4 – O6	100	±1	88	NR	NR	NR	NR	100	±8
COAST GUARD	97	±1	89	7	4	4	2	5	±2
White	100	±1	100	0	0	0	0	0	±0
Black	99	±1	0	100	0	0	0	0	±0
Hispanic	78	±4	88	8	7	3	1	7	±4
Other Race/Ethnicity	99	±1	46	13	42	42	21	52	±7
Enlisted	96	±1	88	8	5	4	2	6	±2
Officers	99	±1	90	6	3	5	1	4	±2
Male	97	±1	90	7	4	4	2	5	±2
Female	98	±1	82	11	5	5	3	6	±3
Not Deployed Past 12 Months	97	±1	88	8	5	4	2	5	±2
Deployed Past 12 Months	97	±1	89	6	4	4	2	6	±3

NR: Not reportable

**6. What is the highest degree or level of school that you have completed?**

1. 12 years or less of school (no diploma)
2. High school graduate—traditional diploma
3. High school graduate—alternative diploma (home school, GED, etc.)
4. Some college credit, but less than 1 year
5. 1 or more years of college, no degree
6. Associate's degree (e.g., AA, AS)
7. Bachelor's degree (e.g., BA, AB, BS)
8. Master's, doctoral, or professional school degree (e.g., MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)

	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
<b>TOTAL DOD</b>	100	±1	1	22	4	18	24	10	13	8	±2
Army	100	±1	1	19	7	18	25	9	14	8	±2
Navy	100	±1	1	24	2	18	24	10	14	8	±2
Marine Corps	100	±1	1	43	2	20	18	4	8	3	±4
Air Force	100	±1	0	13	0	16	25	18	16	12	±2
Enlisted	100	±1	1	26	4	21	28	12	7	1	±2
E1 – E4	100	±1	1	39	6	24	22	5	3	0	±3
E5 – E9	100	±1	1	16	2	19	33	18	10	2	±2
Officers	100	±1	0	1	0	1	4	3	48	44	±3
O1 – O3	100	±1	0	0	0	0	1	1	73	24	±4
O4 – O6	100	±0	0	0	0	0	1	1	21	77	±4
Male	100	±1	1	23	4	18	24	10	13	8	±2
Female	100	±1	0	16	2	17	25	15	14	12	±3
Not Deployed Past 12 Months	100	±1	0	21	3	17	24	11	14	10	±2
Deployed Past 12 Months	100	±1	1	23	5	19	23	10	13	6	±2
<b>WHITE</b>	100	±1	1	22	4	17	23	10	14	10	±2
Army	100	±1	1	19	8	18	24	7	14	9	±3
Navy	100	±1	1	22	2	17	23	9	16	10	±3
Marine Corps	100	±0	1	43	2	19	18	4	9	4	±5
Air Force	100	±1	0	12	0	14	25	18	16	15	±3
Enlisted	100	±1	1	27	5	21	28	12	6	1	±2
E1 – E4	100	±1	1	38	7	24	22	5	3	0	±4
E5 – E9	100	±1	1	17	3	19	33	18	9	1	±3
Officers	100	±1	0	0	0	1	4	2	48	45	±3
O1 – O3	100	±1	0	0	0	0	1	1	74	23	±4
O4 – O6	100	±0	0	0	0	0	1	0	20	79	±4
<b>BLACK</b>	100	±1	1	20	2	19	26	13	13	6	±3
Army	100	±1	1	15	3	16	29	13	15	7	±4
Navy	100	±1	1	28	2	23	22	10	10	4	±4
Marine Corps	99	±2	1	39	2	24	17	7	6	3	±5
Air Force	100	±1	1	13	0	17	27	20	15	7	±4
Enlisted	100	±1	1	22	2	21	28	14	10	2	±3
E1 – E4	100	±1	1	38	4	26	23	4	4	0	±5
E5 – E9	100	±1	1	13	1	17	31	20	14	3	±3
Officers	100	±1	0	1	0	2	5	5	43	45	±4
O1 – O3	100	±1	0	0	0	0	3	2	63	31	±5
O4 – O6	100	±0	0	0	0	0	0	1	24	74	±6
<b>HISPANIC</b>	100	±1	1	27	4	18	25	12	9	4	±3
Army	100	±1	2	21	7	18	27	11	9	4	±5
Navy	100	±1	1	27	2	18	28	11	8	4	±5
Marine Corps	100	±1	2	47	3	19	19	5	4	2	±7
Air Force	100	±0	1	17	0	18	23	21	14	6	±6
Enlisted	100	±1	1	29	4	20	27	12	5	1	±3
E1 – E4	100	±1	2	42	6	22	20	6	2	1	±5
E5 – E9	100	±1	1	18	3	18	33	18	7	1	±3

Note. Percent responding are active duty members who answered the question.

6. Continued	Percent Responding		Percentages								Max ME
			1	2	3	4	5	6	7	8	
Officers	100	±0	0	2	0	2	6	4	51	35	±6
O1 – O3	100	±0	0	0	0	0	1	3	74	23	±8
O4 – O6	100	±0	1	0	0	0	1	0	30	69	±9
AIAN	100	±1	1	24	6	20	23	6	16	4	±10
Army	100	±0	1	20	NR	26	16	3	18	4	±18
Navy	100	±0	1	23	2	20	23	11	NR	3	±12
Marine Corps	100	±1	0	NR	1	15	NR	3	NR	1	±15
Air Force	100	±0	0	NR	0	11	NR	12	NR	5	±6
Enlisted	100	±1	1	28	7	24	26	7	7	0	±10
E1 – E4	100	±0	0	35	NR	24	NR	3	NR	0	±15
E5 – E9	100	±1	1	21	1	23	32	11	10	1	±11
Officers	100	±0	0	0	0	1	NR	1	NR	NR	±2
O1 – O3	100	±0	0	0	0	0	1	1	80	17	±17
O4 – O6	100	±0	0	0	0	0	NR	0	NR	NR	±0
ASIAN	100	±1	0	20	2	15	25	10	19	9	±4
Army	100	±0	0	14	3	15	25	7	26	10	±7
Navy	100	±0	0	22	2	13	27	12	16	7	±5
Marine Corps	100	±1	1	37	0	14	23	7	14	3	±18
Air Force	100	±0	0	14	2	16	23	14	18	13	±8
Enlisted	100	±1	0	24	3	18	30	12	12	1	±4
E1 – E4	100	±1	1	36	4	14	31	6	7	1	±7
E5 – E9	100	±1	0	14	2	20	30	16	16	2	±4
Officers	100	±0	0	0	0	0	2	3	53	42	±7
O1 – O3	100	±0	0	0	0	0	1	1	71	28	±8
O4 – O6	100	±0	0	0	0	0	0	NR	17	77	±12
NHPI	100	±0	0	29	3	23	21	15	8	1	±9
Army	100	±0	NR	23	4	26	21	15	10	0	±16
Navy	100	±0	1	32	2	20	23	NR	4	2	±13
Marine Corps	100	±0	1	62	2	10	15	6	3	0	±11
Air Force	100	±0	1	33	1	20	20	16	7	3	±16
Enlisted	100	±0	0	31	3	24	22	15	4	0	±10
Officers	100	±0	0	3	NR	2	3	0	NR	18	±18
TWO OR MORE RACES	100	±1	0	24	5	20	26	8	11	7	±6
Army	100	±1	0	24	13	18	25	4	13	5	±14
Navy	99	±2	0	22	2	16	36	8	9	8	±9
Marine Corps	100	±1	1	NR	1	NR	7	2	4	5	±11
Air Force	100	±0	0	12	0	26	26	15	13	9	±10
Enlisted	100	±1	0	27	6	24	29	8	4	1	±7
E1 – E4	100	±1	0	37	9	25	23	3	1	2	±11
E5 – E9	99	±2	0	16	2	21	37	15	8	1	±8
Officers	100	±0	0	0	0	0	5	3	50	41	±13
O1 – O3	100	±0	0	0	0	0	0	NR	66	30	±15
O4 – O6	100	±0	0	0	0	0	0	0	17	82	±10
COAST GUARD	100	±1	0	25	3	16	27	8	14	7	±3
White	100	±1	0	26	2	16	26	8	14	8	±4
Black	100	±1	0	18	3	18	30	10	16	5	±3
Hispanic	100	±1	1	22	2	17	32	10	12	3	±5
Other Race/Ethnicity	100	±1	0	20	6	18	28	8	14	5	±7
Enlisted	100	±1	0	30	3	19	31	9	7	1	±4
Officers	100	±0	0	3	0	4	10	7	44	32	±4
Male	100	±1	0	26	3	16	27	8	13	7	±3
Female	100	±1	1	15	2	15	28	10	21	8	±5
Not Deployed Past 12 Months	100	±1	0	24	2	15	27	9	14	8	±3
Deployed Past 12 Months	100	±1	0	26	3	19	27	5	16	3	±6

NR: Not reportable



















































## 7. What is your marital status?

1. Married  
4. Widowed2. Separated  
5. Never married

3. Divorced














































	Percent Responding		Percentages					Max ME	Percentage Married/Separated		
			1	2	3	4	5				
TOTAL DOD	100	±1	60	2	6	0	31	±2	63.0	±2.0	
Army	100	±1	65	2	7	0	26	±3	67.0	±3.0	
Navy	100	±1	55	3	6	0	36	±3	58.0	±3.0	
Marine Corps	100	±1	52	3	5	0	40	±4	55.0	±4.0	
Air Force	100	±1	64	2	7	0	28	±2	65.0	±2.0	
Enlisted	100	±1	58	3	7	0	33	±2	60.0	±2.0	
E1 – E4	100	±1	42	2	3	0	53	±3	44.0	±3.0	
E5 – E9	100	±1	71	3	9	0	16	±2	74.0	±2.0	
Officers	100	±1	74	1	5	0	20	±3	75.0	±3.0	
O1 – O3	100	±1	62	1	5	0	33	±4	63.0	±4.0	
O4 – O6	100	±1	88	1	4	0	6	±3	89.0	±3.0	
Male	100	±1	62	2	5	0	30	±2	64.0	±2.0	
Female	100	±1	49	3	13	0	35	±3	52.0	±3.0	
Not Deployed Past 12 Months	100	±1	60	2	7	0	31	±2	63.0	±2.0	
Deployed Past 12 Months	100	±1	60	3	6	0	31	±2	63.0	±2.0	
WHITE	100	±1	62	2	6	0	31	±2	64.0	±2.0	
Army	100	±0	65	2	6	0	27	±3	67.0	±3.0	
Navy	100	±1	57	2	5	0	35	±4	59.0	±4.0	
Marine Corps	100	±0	52	4	4	0	40	±5	56.0	±5.0	
Air Force	100	±1	66	1	6	0	26	±3	68.0	±3.0	
Enlisted	100	±1	58	2	6	0	33	±2	60.0	±2.0	
E1 – E4	100	±1	42	1	4	0	53	±4	43.0	±4.0	
E5 – E9	100	±0	73	3	8	0	16	±3	76.0	±3.0	
Officers	100	±1	75	1	4	0	19	±3	77.0	±3.0	
O1 – O3	100	±1	63	1	4	0	33	±5	63.0	±5.0	
O4 – O6	100	±1	89	1	4	0	6	±4	91.0	±3.0	
BLACK	100	±1	57	4	10	0	29	±3	61.0	±3.0	
Army	100	±1	62	3	11	0	23	±5	66.0	±5.0	
Navy	100	±1	49	5	7	0	38	±4	55.0	±4.0	
Marine Corps	100	±1	55	4	8	0	33	±5	59.0	±5.0	
Air Force	100	±1	54	3	10	0	32	±4	57.0	±4.0	
Enlisted	100	±1	56	4	9	0	30	±3	60.0	±3.0	
E1 – E4	100	±1	39	3	5	0	53	±5	42.0	±5.0	
E5 – E9	100	±1	66	5	12	0	17	±3	70.0	±3.0	
Officers	100	±1	66	2	12	0	19	±4	68.0	±4.0	
O1 – O3	100	±0	59	2	10	0	29	±5	61.0	±5.0	
O4 – O6	100	±1	76	1	10	0	13	±4	77.0	±4.0	
HISPANIC	100	±1	60	3	6	0	31	±3	63.0	±3.0	
Army	100	±0	66	2	6	0	25	±5	68.0	±5.0	
Navy	99	±1	56	4	5	0	35	±5	60.0	±5.0	
Marine Corps	100	±0	51	2	4	1	42	±7	52.0	±7.0	
Air Force	100	±1	63	2	9	1	25	±6	65.0	±6.0	
Enlisted	100	±1	59	3	6	0	32	±3	62.0	±3.0	
E1 – E4	100	±1	44	2	2	1	52	±5	46.0	±5.0	
E5 – E9	100	±1	72	3	9	0	15	±3	75.0	±3.0	

Note. Percent responding are active duty members who answered the question.








































7. Continued	Percent Responding		Percentages					Max ME	Percentage Married/Separated		
			1	2	3	4	5				
Officers	100	±1	73	2	8	0	16	±6	75.0	±5.0	
O1 – O3	100	±0	68	1	7	0	24	±7	69.0	±7.0	
O4 – O6	100	±1	84	1	8	1	5	±7	86.0	±7.0	
AIAN	100	±1	61	3	9	0	27	±9	64.0	±9.0	
Army	100	±1	70	4	5	0	20	±12	75.0	±9.0	
Navy	100	±0	56	3	NR	0	31	±12	59.0	±13.0	
Marine Corps	100	±1	NR	2	3	0	NR	±3	NR		
Air Force	100	±1	NR	1	NR	0	21	±9	NR		
Enlisted	100	±1	56	4	9	0	31	±9	60.0	±9.0	
E1 – E4	100	±1	47	5	2	0	47	±15	52.0	±15.0	
E5 – E9	100	±1	67	2	16	0	15	±12	69.0	±11.0	
Officers	100	±0	NR	0	NR	0	4	±4	NR		
O1 – O3	100	±0	NR	0	NR	0	10	±10	NR		
O4 – O6	100	±0	96	0	2	0	1	±7	96.0	±6.0	
ASIAN	100	±1	55	1	4	0	40	±4	56.0	±4.0	
Army	100	±0	56	1	6	0	38	±7	57.0	±7.0	
Navy	100	±1	56	1	3	0	40	±5	56.0	±5.0	
Marine Corps	100	±1	46	1	2	0	51	±12	47.0	±12.0	
Air Force	100	±0	59	1	4	0	35	±6	60.0	±6.0	
Enlisted	100	±1	53	1	4	0	41	±4	54.0	±4.0	
E1 – E4	100	±1	30	1	2	0	67	±6	31.0	±6.0	
E5 – E9	100	±1	70	1	6	0	22	±5	72.0	±5.0	
Officers	100	±0	65	0	3	0	32	±6	65.0	±6.0	
O1 – O3	100	±0	53	0	3	0	43	±9	53.0	±9.0	
O4 – O6	100	±0	85	1	3	1	11	±10	85.0	±10.0	
NHPI	100	±1	66	3	4	1	26	±9	69.0	±9.0	
Army	100	±0	73	NR	2	NR	18	±15	78.0	±14.0	
Navy	100	±0	54	1	NR	0	32	±14	54.0	±14.0	
Marine Corps	100	±0	33	0	4	0	62	±10	34.0	±10.0	
Air Force	100	±1	67	2	5	0	26	±9	69.0	±8.0	
Enlisted	100	±1	65	3	4	1	26	±9	68.0	±9.0	
Officers	100	±1	87	NR	3	NR	11	±14	87.0	±14.0	
TWO OR MORE RACES	100	±1	58	2	5	0	35	±6	60.0	±6.0	
Army	100	±0	69	3	2	0	27	±13	72.0	±13.0	
Navy	100	±0	50	1	7	1	41	±9	51.0	±9.0	
Marine Corps	100	±0	NR	1	5	0	NR	±10	NR		
Air Force	100	±1	55	2	8	0	35	±10	57.0	±9.0	
Enlisted	100	±0	57	2	5	0	36	±7	59.0	±7.0	
E1 – E4	100	±0	44	2	2	0	51	±11	47.0	±10.0	
E5 – E9	100	±0	71	2	9	0	18	±8	73.0	±7.0	
Officers	100	±1	66	0	5	NR	27	±12	67.0	±12.0	
O1 – O3	100	±0	58	0	6	0	36	±15	58.0	±15.0	
O4 – O6	100	±1	NR	1	3	NR	4	±4	NR		
COAST GUARD	100	±1	58	2	7	0	33	±3	60.0	±3.0	
White	100	±1	58	2	7	0	34	±4	60.0	±4.0	
Black	100	±1	55	3	11	0	30	±4	59.0	±4.0	
Hispanic	100	±1	62	3	8	0	27	±4	65.0	±4.0	
Other Race/Ethnicity	98	±4	55	4	7	0	34	±6	59.0	±6.0	
Enlisted	100	±1	55	2	7	0	36	±3	57.0	±3.0	
Officers	100	±1	73	2	6	0	20	±4	74.0	±4.0	
Male	100	±1	60	2	6	0	31	±3	62.0	±3.0	
Female	100	±0	44	3	12	0	41	±3	46.0	±3.0	
Not Deployed Past 12 Months	100	±1	58	2	8	0	31	±3	61.0	±3.0	
Deployed Past 12 Months	99	±2	58	1	4	0	38	±6	59.0	±6.0	

NR: Not reportable

## 8. Do you have a significant other?














































	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	37	±2	32	±3	
Army	33	±2	34	±4	
Navy	42	±3	33	±4	
Marine Corps	45	±4	32	±6	
Air Force	35	±2	29	±4	
Enlisted	40	±2	31	±3	
E1 – E4	56	±3	28	±3	
E5 – E9	26	±2	37	±4	
Officers	25	±3	40	±6	
O1 – O3	37	±4	40	±6	
O4 – O6	11	±3	42	±11	
Male	35	±2	30	±3	
Female	48	±3	42	±4	
Not Deployed Past 12 Months	37	±2	31	±3	
Deployed Past 12 Months	37	±2	35	±4	
<b>WHITE</b>	36	±2	33	±3	
Army	33	±3	36	±6	
Navy	41	±4	34	±6	
Marine Corps	44	±5	33	±9	
Air Force	32	±3	28	±5	
Enlisted	40	±2	31	±4	
E1 – E4	56	±4	28	±5	
E5 – E9	24	±3	39	±6	
Officers	23	±3	43	±7	
O1 – O3	36	±5	41	±8	
O4 – O6	9	±3	46	±15	
<b>BLACK</b>	39	±3	33	±4	
Army	34	±4	33	±8	
Navy	45	±4	35	±7	
Marine Corps	41	±5	31	±7	
Air Force	43	±4	31	±7	
Enlisted	40	±3	33	±5	
E1 – E4	58	±5	32	±7	
E5 – E9	30	±3	33	±6	
Officers	31	±4	33	±7	
O1 – O3	39	±5	35	±8	
O4 – O6	23	±4	29	±8	
<b>HISPANIC</b>	37	±3	35	±5	
Army	32	±5	33	±9	
Navy	40	±5	34	±8	
Marine Corps	47	±7	35	±12	
Air Force	34	±6	38	±11	
Enlisted	38	±3	34	±5	
E1 – E4	53	±5	30	±7	
E5 – E9	25	±3	41	±7	

Note. Percent responding are active duty members who answered the question and who were divorced, widowed, or never married (Q7).














































8. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	25	±5	42	±11	
O1 – O3	31	±6	48	±10	
O4 – O6	14	±6	29	±15	
AIAN	36	±9	25	±10	
Army	25	±8	29	±11	
Navy	41	±12	21	±15	
Marine Corps	49	±25	NR		
Air Force	46	±18	NR		
Enlisted	40	±9	25	±11	
E1 – E4	48	±15	23	±12	
E5 – E9	31	±10	NR		
Officers	13	±13	NR		
O1 – O3	32	±30	NR		
O4 – O6	4	±4	NR		
ASIAN	43	±4	27	±6	
Army	43	±7	33	±13	
Navy	43	±5	25	±10	
Marine Corps	53	±12	16	±8	
Air Force	40	±5	29	±9	
Enlisted	45	±4	26	±7	
E1 – E4	69	±5	25	±10	
E5 – E9	28	±5	27	±8	
Officers	35	±6	35	±10	
O1 – O3	47	±9	33	±10	
O4 – O6	15	±8	NR		
NHPI	31	±8	28	±13	
Army	22	±12	NR		
Navy	46	±14	NR		
Marine Corps	66	±9	NR		
Air Force	31	±8	30	±8	
Enlisted	32	±9	28	±13	
Officers	13	±11	32	±16	
TWO OR MORE RACES	40	±6	28	±8	
Army	28	±11	NR		
Navy	49	±9	32	±13	
Marine Corps	49	±20	NR		
Air Force	43	±9	29	±14	
Enlisted	41	±7	26	±9	
E1 – E4	53	±10	21	±11	
E5 – E9	27	±7	38	±14	
Officers	33	±12	NR		
O1 – O3	42	±15	NR		
O4 – O6	16	±17	NR		
COAST GUARD	40	±3	37	±5	
White	40	±4	37	±6	
Black	41	±4	41	±6	
Hispanic	35	±4	37	±7	
Other Race/Ethnicity	40	±6	39	±11	
Enlisted	43	±3	37	±5	
Officers	26	±4	42	±8	
Male	38	±3	37	±6	
Female	54	±3	39	±4	
Not Deployed Past 12 Months	39	±3	38	±5	
Deployed Past 12 Months	41	±6	36	±9	

NR: Not reportable

## 9. Is your spouse/significant other Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	74	±2	14	±1	
Army	78	±2	14	±2	
Navy	71	±2	14	±2	
Marine Corps	69	±4	18	±3	
Air Force	75	±2	11	±2	
Enlisted	72	±2	15	±1	
E1 – E4	59	±3	18	±3	
E5 – E9	83	±2	14	±2	
Officers	85	±2	8	±2	
O1 – O3	77	±4	9	±3	
O4 – O6	93	±2	6	±2	
Male	75	±2	14	±1	
Female	72	±3	14	±3	
Not Deployed Past 12 Months	74	±2	14	±2	
Deployed Past 12 Months	75	±2	14	±2	
<b>WHITE</b>	75	±2	8	±1	
Army	78	±3	8	±2	
Navy	73	±3	8	±3	
Marine Corps	70	±5	7	±4	
Air Force	76	±3	7	±2	
Enlisted	73	±2	8	±2	
E1 – E4	59	±4	9	±3	
E5 – E9	85	±2	8	±2	
Officers	86	±3	5	±2	
O1 – O3	78	±4	5	±3	
O4 – O6	94	±3	4	±3	
<b>BLACK</b>	73	±3	9	±2	
Army	76	±4	8	±4	
Navy	70	±4	10	±4	
Marine Corps	71	±5	10	±4	
Air Force	70	±4	9	±3	
Enlisted	72	±3	9	±2	
E1 – E4	60	±5	11	±5	
E5 – E9	79	±3	8	±3	
Officers	79	±3	6	±3	
O1 – O3	75	±4	8	±5	
O4 – O6	83	±3	4	±3	
<b>HISPANIC</b>	75	±3	52	±3	
Army	79	±4	53	±5	
Navy	72	±5	49	±6	
Marine Corps	69	±7	61	±7	
Air Force	78	±6	43	±6	
Enlisted	74	±3	52	±3	
E1 – E4	62	±5	57	±6	
E5 – E9	85	±3	50	±4	

Note. Percent responding are active duty members who answered the question and who were married, separated, or had a significant other (Q7/Q8).

9. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	85	±4	43	±7	
O1 – O3	84	±4	45	±9	
O4 – O6	90	±6	32	±7	
AIAN	73	±8	10	±5	
Army	82	±7	8	±8	
Navy	68	±13	11	±7	
Marine Corps	57	±27	18	±15	
Air Force	71	±18	7	±5	
Enlisted	70	±9	9	±3	
E1 – E4	62	±15	9	±6	
E5 – E9	78	±10	9	±4	
Officers	89	±13	NR		
O1 – O3	73	±31	7	±9	
O4 – O6	98	±3	NR		
ASIAN	68	±3	9	±4	
Army	71	±6	6	±4	
Navy	67	±5	8	±7	
Marine Corps	55	±13	NR		
Air Force	72	±4	10	±8	
Enlisted	66	±4	9	±4	
E1 – E4	49	±6	15	±11	
E5 – E9	79	±4	7	±3	
Officers	77	±5	10	±13	
O1 – O3	69	±8	NR		
O4 – O6	91	±3	NR		
NHPI	77	±8	12	±10	
Army	82	±12	NR		
Navy	74	±11	16	±16	
Marine Corps	54	±13	7	±6	
Air Force	78	±6	9	±4	
Enlisted	77	±8	12	±10	
Officers	91	±8	2	±4	
TWO OR MORE RACES	70	±6	20	±8	
Army	77	±11	24	±16	
Navy	67	±9	18	±12	
Marine Corps	61	±21	NR		
Air Force	69	±9	11	±8	
Enlisted	69	±7	21	±9	
E1 – E4	58	±10	27	±16	
E5 – E9	83	±6	17	±9	
Officers	77	±11	13	±13	
O1 – O3	68	±14	NR		
O4 – O6	96	±2	NR		
COAST GUARD	75	±3	12	±2	
White	74	±3	7	±3	
Black	75	±3	7	±3	
Hispanic	78	±3	44	±5	
Other Race/Ethnicity	73	±6	8	±3	
Enlisted	72	±3	13	±2	
Officers	85	±3	8	±3	
Male	76	±3	12	±2	
Female	67	±3	10	±3	
Not Deployed Past 12 Months	75	±3	11	±2	
Deployed Past 12 Months	73	±6	12	±5	

NR: Not reportable

**10. What race is your spouse/significant other?**

- |  |   |                                     |
|--|---|-------------------------------------|
| 1. White   | 2. Black or African American  | 3. American Indian or Alaska Native |
| 4. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) | 5. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) | 6. More than one race               |

	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
TOTAL DOD	70	±2	74	16	3	9	2	3	±1
Army	73	±2	71	20	3	7	2	3	±2
Navy	67	±3	69	17	3	13	2	3	±2
Marine Corps	63	±4	81	10	3	7	1	2	±3
Air Force	72	±2	79	13	2	9	1	3	±2
Enlisted	68	±2	71	18	3	9	2	3	±2
E1 – E4	55	±3	75	16	4	8	2	3	±3
E5 – E9	78	±2	69	19	3	10	2	3	±2
Officers	82	±2	84	8	2	8	1	2	±2
O1 – O3	75	±4	84	8	1	9	1	3	±3
O4 – O6	91	±2	85	7	2	7	1	2	±3
Male	71	±2	75	14	3	10	2	3	±2
Female	67	±3	63	33	3	4	2	4	±3
Not Deployed Past 12 Months	70	±2	73	17	3	9	2	2	±2
Deployed Past 12 Months	71	±2	75	15	3	9	2	3	±2
WHITE	72	±2	90	3	2	7	1	2	±2
Army	75	±3	89	3	2	7	0	2	±3
Navy	70	±3	88	3	2	8	1	2	±3
Marine Corps	66	±5	92	1	3	6	1	2	±4
Air Force	74	±3	91	2	2	7	1	2	±2
Enlisted	69	±2	89	3	3	7	1	2	±2
E1 – E4	56	±4	90	3	3	6	1	2	±3
E5 – E9	81	±2	88	3	2	8	1	2	±2
Officers	84	±3	93	1	1	7	0	2	±2
O1 – O3	77	±4	93	1	0	7	1	1	±4
O4 – O6	92	±3	93	1	2	5	0	2	±3
BLACK	70	±3	17	78	1	5	2	3	±3
Army	74	±4	17	80	2	3	2	3	±5
Navy	67	±4	14	79	2	6	2	2	±5
Marine Corps	67	±5	20	69	1	11	2	3	±5
Air Force	66	±4	20	76	1	6	1	3	±5
Enlisted	69	±3	17	78	2	5	2	3	±3
E1 – E4	57	±5	19	78	2	5	2	4	±6
E5 – E9	77	±3	17	78	1	5	2	2	±3
Officers	75	±4	17	80	1	4	1	2	±4
O1 – O3	71	±5	17	78	1	6	1	2	±5
O4 – O6	81	±4	16	81	1	4	0	2	±4
HISPANIC	62	±3	79	13	3	7	3	4	±3
Army	66	±5	77	16	3	5	3	4	±5
Navy	57	±5	74	11	4	12	5	4	±6
Marine Corps	54	±7	82	9	3	5	1	1	±9
Air Force	66	±6	84	12	3	8	2	6	±5
Enlisted	60	±3	78	13	3	8	3	4	±3
E1 – E4	49	±5	79	13	3	7	3	4	±6
E5 – E9	70	±3	77	13	4	8	3	4	±4

Note. Percent responding are active duty members who answered the question and who were married, separated, or had a significant other (Q7/Q8).

10. Continued	Percent Responding		Percentages						Max ME
			1	2	3	4	5	6	
Officers	78	±5	86	9	2	5	1	2	±6
O1 – O3	77	±6	91	6	2	4	0	2	±4
O4 – O6	87	±6	89	5	2	6	1	2	±4
AIAN	69	±8	71	6	19	5	1	2	±8
Army	79	±7	69	7	21	4	1	1	±14
Navy	62	±13	69	8	14	10	2	2	±11
Marine Corps	51	±25	70	2	23	5	3	2	±15
Air Force	68	±18	79	4	14	4	1	2	±11
Enlisted	66	±9	68	5	22	6	1	2	±9
E1 – E4	59	±15	62	4	30	5	2	3	±17
E5 – E9	73	±10	73	6	15	6	1	1	±7
Officers	83	±16	NR	NR	5	3	0	1	±5
O1 – O3	70	±30	NR	3	9	6	1	2	±13
O4 – O6	88	±17	NR	NR	2	2	0	0	±5
ASIAN	64	±4	31	4	1	65	1	1	±4
Army	68	±6	36	6	0	59	0	2	±9
Navy	62	±5	17	1	0	82	1	0	±4
Marine Corps	46	±12	50	4	1	48	2	3	±11
Air Force	68	±5	43	5	1	50	4	2	±9
Enlisted	62	±4	28	4	1	68	1	1	±5
E1 – E4	44	±6	36	4	1	60	4	3	±11
E5 – E9	75	±4	24	4	1	72	1	1	±5
Officers	72	±7	45	3	0	53	1	2	±8
O1 – O3	61	±10	39	4	0	58	1	2	±10
O4 – O6	90	±3	51	2	0	46	1	1	±12
NHPI	72	±8	31	5	2	11	55	4	±11
Army	76	±13	24	3	NR	NR	68	NR	±16
Navy	67	±13	NR	7	1	19	32	2	±14
Marine Corps	52	±13	29	NR	3	11	38	2	±15
Air Force	74	±7	NR	9	3	11	36	5	±12
Enlisted	71	±9	30	6	2	11	56	4	±11
Officers	90	±8	NR	3	1	10	NR	2	±12
TWO OR MORE RACES	66	±6	72	20	18	15	6	20	±6
Army	72	±11	71	21	17	9	4	17	±13
Navy	64	±9	74	20	22	24	9	25	±12
Marine Corps	49	±19	NR	20	NR	18	3	14	±17
Air Force	67	±9	74	17	16	15	7	23	±11
Enlisted	65	±7	70	20	16	14	6	18	±7
E1 – E4	55	±10	75	18	16	12	6	16	±12
E5 – E9	76	±7	66	23	17	16	6	20	±9
Officers	73	±11	81	16	27	21	NR	30	±17
O1 – O3	64	±14	85	NR	NR	NR	NR	NR	±13
O4 – O6	95	±3	NR	NR	NR	NR	NR	NR	
COAST GUARD	71	±3	87	5	4	5	2	3	±2
White	72	±3	93	0	3	4	1	1	±3
Black	71	±3	24	72	2	4	1	2	±4
Hispanic	68	±4	90	5	3	3	2	3	±3
Other Race/Ethnicity	68	±6	66	8	11	23	16	11	±8
Enlisted	68	±3	86	6	4	5	3	3	±3
Officers	83	±3	89	4	2	6	1	1	±3
Male	72	±3	87	5	4	6	2	3	±2
Female	64	±3	84	10	2	4	3	2	±3
Not Deployed Past 12 Months	72	±3	88	6	3	5	2	2	±2
Deployed Past 12 Months	68	±6	85	4	5	7	2	3	±5

NR: Not reportable



**11. Does your spouse/significant other think you should stay on or leave active duty?**

1. Strongly favors leaving  
4. Somewhat favors staying

2. Somewhat favors leaving  
5. Strongly favors staying

3. Has no opinion one way or the other

	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
<b>TOTAL DOD</b>	75	±2	14	14	16	22	34	±2	3.5	±0.1	
Army	78	±2	16	14	16	23	30	±3	3.4	±0.1	
Navy	72	±2	13	15	15	22	36	±3	3.5	±0.1	
Marine Corps	69	±4	15	15	16	22	31	±4	3.4	±0.2	
Air Force	75	±2	10	13	16	21	41	±3	3.7	±0.1	
Enlisted	73	±2	14	14	17	22	33	±2	3.5	±0.1	
E1 – E4	59	±3	19	17	20	22	22	±3	3.1	±0.1	
E5 – E9	84	±2	12	12	15	22	40	±2	3.7	±0.1	
Officers	85	±2	12	16	11	25	36	±3	3.6	±0.1	
O1 – O3	77	±4	11	20	15	24	30	±4	3.4	±0.2	
O4 – O6	93	±2	13	12	8	25	41	±4	3.7	±0.2	
Male	75	±2	14	14	15	23	34	±2	3.5	±0.1	
Female	72	±3	15	15	20	17	32	±3	3.3	±0.1	
Not Deployed Past 12 Months	74	±2	12	14	16	22	37	±2	3.6	±0.1	
Deployed Past 12 Months	76	±2	17	15	15	23	29	±2	3.3	±0.1	
<b>WHITE</b>	75	±2	15	14	15	22	34	±2	3.5	±0.1	
Army	78	±3	17	14	17	22	30	±3	3.4	±0.1	
Navy	73	±3	14	16	14	21	35	±4	3.5	±0.2	
Marine Corps	70	±5	17	16	16	20	31	±6	3.3	±0.2	
Air Force	77	±3	10	13	14	21	42	±4	3.7	±0.1	
Enlisted	73	±2	15	14	16	21	34	±3	3.5	±0.1	
E1 – E4	59	±4	20	17	21	19	23	±4	3.1	±0.2	
E5 – E9	85	±2	12	12	14	22	41	±3	3.7	±0.1	
Officers	86	±3	13	17	11	24	35	±4	3.5	±0.1	
O1 – O3	78	±4	11	21	15	24	29	±5	3.4	±0.2	
O4 – O6	94	±3	13	13	8	25	41	±5	3.7	±0.2	
<b>BLACK</b>	73	±3	12	13	17	23	35	±3	3.6	±0.1	
Army	77	±4	15	15	16	23	32	±5	3.4	±0.2	
Navy	70	±4	10	13	18	20	39	±5	3.6	±0.2	
Marine Corps	72	±5	8	14	20	25	34	±6	3.6	±0.2	
Air Force	70	±4	9	9	20	23	40	±5	3.8	±0.2	
Enlisted	73	±3	12	13	18	22	35	±3	3.5	±0.1	
E1 – E4	61	±5	17	16	18	25	23	±6	3.2	±0.2	
E5 – E9	80	±3	10	11	18	21	40	±4	3.7	±0.1	
Officers	78	±3	7	16	12	25	40	±5	3.8	±0.2	
O1 – O3	74	±4	9	16	12	25	39	±6	3.7	±0.2	
O4 – O6	83	±3	7	14	13	23	44	±8	3.8	±0.2	
<b>HISPANIC</b>	75	±3	14	14	16	24	32	±3	3.5	±0.1	
Army	79	±4	16	14	15	24	30	±5	3.4	±0.2	
Navy	72	±5	13	16	15	23	33	±6	3.5	±0.2	
Marine Corps	69	±7	13	13	16	27	30	±9	3.5	±0.2	
Air Force	78	±6	10	14	17	23	36	±6	3.6	±0.2	
Enlisted	74	±3	14	15	16	24	31	±3	3.4	±0.1	
E1 – E4	62	±5	17	19	20	25	20	±6	3.1	±0.2	
E5 – E9	85	±3	12	12	14	24	38	±4	3.6	±0.1	

Note: Percent responding are active duty members who answered the question and who were married, separated, or had a significant other (Q7/Q8).

11. Continued	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
Officers	85	±4	10	12	11	24	42	±7	3.8	±0.2	
O1 – O3	84	±4	12	17	12	25	34	±9	3.5	±0.3	
O4 – O6	89	±6	10	9	9	23	49	±8	3.9	±0.2	
AIAN	73	±8	22	12	15	25	25	±12	3.2	±0.4	
Army	82	±7	NR	7	15	28	23	±18	3.1	±0.6	
Navy	68	±13	13	29	15	17	27	±16	3.1	±0.4	
Marine Corps	57	±27	10	9	22	NR	22	±15	3.5	±0.3	
Air Force	71	±18	NR	11	11	15	NR	±8	3.1	±0.8	
Enlisted	70	±9	20	12	17	26	26	±12	3.3	±0.3	
E1 – E4	62	±15	NR	11	15	NR	16	±8	3.1	±0.5	
E5 – E9	78	±10	17	12	18	19	34	±12	3.4	±0.4	
Officers	89	±13	NR	NR	NR	NR	NR		NR		
O1 – O3	73	±31	7	NR	5	NR	NR	±9	NR		
O4 – O6	98	±3	NR	5	NR	6	NR	±10	NR		
ASIAN	68	±3	11	15	16	25	33	±4	3.5	±0.1	
Army	71	±6	16	20	16	29	20	±10	3.2	±0.2	
Navy	67	±5	6	15	13	25	41	±7	3.8	±0.2	
Marine Corps	55	±13	15	11	15	NR	28	±13	3.5	±0.3	
Air Force	72	±4	10	11	23	18	37	±8	3.6	±0.3	
Enlisted	66	±4	12	14	17	24	33	±5	3.5	±0.2	
E1 – E4	49	±6	16	20	21	24	19	±12	3.1	±0.3	
E5 – E9	79	±4	9	12	15	24	40	±5	3.7	±0.2	
Officers	77	±5	7	18	14	31	30	±10	3.6	±0.2	
O1 – O3	69	±8	7	20	18	27	28	±15	3.5	±0.3	
O4 – O6	91	±3	8	12	8	36	34	±14	3.8	±0.2	
NHPI	76	±8	6	10	15	24	44	±12	3.9	±0.3	
Army	79	±13	6	11	16	NR	NR	±12	3.9	±0.4	
Navy	74	±11	8	10	16	23	NR	±15	3.9	±0.4	
Marine Corps	54	±13	8	10	14	NR	31	±12	3.7	±0.3	
Air Force	78	±6	3	10	13	21	53	±14	4.1	±0.3	
Enlisted	75	±9	6	11	16	24	42	±12	3.8	±0.3	
Officers	91	±8	3	2	4	12	NR	±16	4.6	±0.4	
TWO OR MORE RACES	71	±6	13	16	18	26	27	±7	3.4	±0.2	
Army	78	±11	10	22	21	30	17	±14	3.2	±0.4	
Navy	67	±9	17	11	11	23	38	±12	3.5	±0.4	
Marine Corps	61	±21	NR	12	20	NR	20	±17	3.1	±0.6	
Air Force	69	±9	10	14	19	23	33	±11	3.5	±0.3	
Enlisted	69	±7	14	15	18	26	26	±8	3.3	±0.2	
E1 – E4	58	±10	17	19	23	25	15	±14	3.0	±0.4	
E5 – E9	83	±6	12	12	14	26	36	±9	3.6	±0.3	
Officers	79	±10	7	21	15	26	30	±15	3.5	±0.4	
O1 – O3	72	±13	4	NR	NR	19	29	±17	3.4	±0.5	
O4 – O6	96	±3	NR	NR	3	NR	22	±12	3.4	±0.6	
COAST GUARD	75	±3	7	10	15	21	48	±3	4.0	±0.1	
White	74	±3	6	9	14	20	50	±4	4.0	±0.1	
Black	75	±3	6	11	20	24	40	±4	3.8	±0.1	
Hispanic	78	±3	7	10	14	22	47	±5	3.9	±0.2	
Other Race/Ethnicity	73	±6	7	11	18	23	41	±8	3.8	±0.2	
Enlisted	72	±3	7	9	16	20	48	±4	3.9	±0.1	
Officers	85	±3	4	10	11	24	52	±5	4.1	±0.1	
Male	76	±3	6	9	14	21	50	±4	4.0	±0.1	
Female	67	±3	9	14	20	19	38	±4	3.6	±0.1	
Not Deployed Past 12 Months	76	±3	7	10	15	20	48	±4	3.9	±0.1	
Deployed Past 12 Months	72	±6	5	8	13	25	49	±7	4.1	±0.2	

NR: Not reportable

**12. Does your family think you should stay on or leave active duty?**

1. Strongly favors leaving  
4. Somewhat favors staying

2. Somewhat favors leaving  
5. Strongly favors staying

3. Has no opinion one way or the other

	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	12	14	23	21	29	±2	3.4	±0.1	
Army	100	±1	17	17	21	22	23	±2	3.2	±0.1	
Navy	100	±1	10	12	22	22	34	±3	3.6	±0.1	
Marine Corps	100	±1	12	15	30	19	25	±4	3.3	±0.1	
Air Force	100	±1	7	11	24	22	36	±3	3.7	±0.1	
Enlisted	100	±1	13	14	23	21	29	±2	3.4	±0.1	
E1 – E4	100	±1	15	15	27	22	21	±3	3.2	±0.1	
E5 – E9	100	±1	11	13	21	20	35	±2	3.6	±0.1	
Officers	100	±1	9	16	22	24	29	±3	3.5	±0.1	
O1 – O3	100	±1	7	17	26	24	25	±4	3.4	±0.1	
O4 – O6	100	±1	11	16	16	24	33	±4	3.5	±0.1	
Male	100	±1	12	14	24	22	29	±2	3.4	±0.1	
Female	100	±1	16	14	22	20	28	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	10	13	23	22	31	±2	3.5	±0.1	
Deployed Past 12 Months	100	±1	15	16	23	21	25	±2	3.2	±0.1	
<b>WHITE</b>	100	±1	11	14	24	22	29	±2	3.4	±0.1	
Army	100	±1	16	16	22	22	24	±3	3.2	±0.1	
Navy	100	±1	9	13	21	23	33	±4	3.6	±0.1	
Marine Corps	100	±1	10	15	32	19	24	±5	3.3	±0.2	
Air Force	100	±1	7	12	24	22	36	±3	3.7	±0.1	
Enlisted	100	±1	12	13	24	21	29	±2	3.4	±0.1	
E1 – E4	100	±1	14	16	28	22	21	±3	3.2	±0.1	
E5 – E9	100	±1	10	11	21	20	37	±3	3.6	±0.1	
Officers	100	±1	9	17	22	24	29	±3	3.5	±0.1	
O1 – O3	100	±1	6	17	27	25	25	±5	3.4	±0.2	
O4 – O6	100	±1	10	16	16	23	34	±5	3.5	±0.2	
<b>BLACK</b>	100	±1	12	14	22	21	31	±3	3.4	±0.1	
Army	100	±1	17	17	21	22	24	±4	3.2	±0.2	
Navy	100	±1	9	10	23	20	37	±4	3.7	±0.2	
Marine Corps	99	±2	11	14	26	19	31	±5	3.4	±0.2	
Air Force	100	±1	8	11	23	21	37	±4	3.7	±0.1	
Enlisted	100	±1	13	13	22	21	31	±3	3.4	±0.1	
E1 – E4	100	±1	15	13	25	22	26	±5	3.3	±0.2	
E5 – E9	99	±1	11	14	21	21	34	±3	3.5	±0.1	
Officers	100	±1	9	16	22	21	31	±4	3.5	±0.1	
O1 – O3	100	±1	11	16	21	19	33	±5	3.5	±0.2	
O4 – O6	100	±1	7	19	20	20	34	±7	3.5	±0.2	
<b>HISPANIC</b>	100	±1	17	17	22	21	24	±3	3.2	±0.1	
Army	100	±1	22	20	19	21	19	±4	3.0	±0.2	
Navy	100	±1	14	14	21	22	29	±5	3.4	±0.2	
Marine Corps	100	±1	18	17	25	19	21	±7	3.1	±0.2	
Air Force	99	±2	8	12	24	23	33	±6	3.6	±0.2	
Enlisted	100	±1	17	17	22	21	24	±3	3.2	±0.1	
E1 – E4	100	±1	20	16	25	21	18	±5	3.0	±0.2	
E5 – E9	100	±1	15	17	19	20	29	±3	3.3	±0.1	

Note. Percent responding are active duty members who answered the question.

12. Continued	Percent Responding		Percentages					Max ME	Average Favorableness		
			1	2	3	4	5				
Officers	100	±1	12	15	19	26	28	±6	3.4	±0.2	
O1 – O3	100	±1	10	18	20	26	26	±8	3.4	±0.2	
O4 – O6	100	±1	14	13	15	25	33	±9	3.5	±0.3	
AIAN	100	±1	19	16	22	20	23	±10	3.1	±0.3	
Army	100	±0	27	22	16	18	17	±17	2.8	±0.4	
Navy	100	±0	16	10	22	22	30	±14	3.4	±0.4	
Marine Corps	100	±0	8	16	NR	NR	16	±14	3.2	±0.3	
Air Force	100	±1	NR	8	23	16	NR	±16	3.6	±0.6	
Enlisted	100	±0	17	16	25	19	23	±10	3.2	±0.3	
E1 – E4	100	±0	16	19	31	21	13	±16	3.0	±0.4	
E5 – E9	100	±0	18	13	19	17	34	±11	3.4	±0.4	
Officers	100	±1	NR	NR	6	NR	NR	±5	NR		
O1 – O3	100	±1	8	11	7	NR	18	±16	3.6	±0.3	
O4 – O6	100	±0	NR	NR	5	6	NR	±9	NR		
ASIAN	100	±1	12	13	23	21	31	±4	3.4	±0.1	
Army	100	±1	19	19	24	22	16	±8	3.0	±0.2	
Navy	100	±0	8	10	22	18	42	±5	3.8	±0.2	
Marine Corps	100	±0	15	14	24	28	20	±18	3.2	±0.3	
Air Force	100	±1	10	10	23	20	36	±6	3.6	±0.2	
Enlisted	100	±1	13	12	24	19	32	±4	3.4	±0.1	
E1 – E4	100	±1	16	15	28	19	22	±8	3.2	±0.2	
E5 – E9	100	±0	11	10	21	19	39	±5	3.7	±0.2	
Officers	100	±1	9	16	20	29	26	±8	3.5	±0.2	
O1 – O3	100	±0	10	18	22	29	22	±11	3.3	±0.3	
O4 – O6	100	±1	8	12	17	31	33	±13	3.7	±0.3	
NHPI	100	±1	13	12	20	23	33	±12	3.5	±0.3	
Army	99	±2	NR	15	22	22	24	±15	3.2	±0.5	
Navy	100	±1	11	7	15	23	43	±15	3.8	±0.4	
Marine Corps	100	±0	8	13	23	24	32	±15	3.6	±0.3	
Air Force	100	±0	3	6	18	23	51	±11	4.1	±0.3	
Enlisted	100	±1	13	12	21	22	32	±12	3.5	±0.4	
Officers	100	±0	2	4	7	NR	NR	±9	4.3	±0.4	
TWO OR MORE RACES	100	±1	15	14	22	22	27	±6	3.3	±0.2	
Army	100	±0	25	25	18	22	10	±14	2.7	±0.4	
Navy	100	±1	10	7	20	22	40	±10	3.8	±0.3	
Marine Corps	100	±1	15	8	NR	NR	NR	±15	3.4	±0.5	
Air Force	100	±1	6	7	25	26	36	±10	3.8	±0.3	
Enlisted	100	±1	16	14	20	22	28	±7	3.3	±0.2	
E1 – E4	100	±1	20	16	17	23	24	±11	3.2	±0.4	
E5 – E9	100	±1	11	12	23	21	32	±8	3.5	±0.3	
Officers	100	±1	9	10	34	22	24	±13	3.4	±0.3	
O1 – O3	100	±0	NR	5	44	16	28	±15	3.5	±0.4	
O4 – O6	100	±1	NR	NR	12	NR	18	±10	3.3	±0.6	
COAST GUARD	100	±1	3	6	21	19	50	±3	4.1	±0.1	
White	100	±1	3	6	20	19	52	±4	4.1	±0.1	
Black	100	±1	4	7	25	21	43	±4	3.9	±0.1	
Hispanic	100	±1	5	9	20	18	48	±5	4.0	±0.2	
Other Race/Ethnicity	100	±0	4	7	24	20	44	±6	3.9	±0.2	
Enlisted	100	±1	3	7	21	18	51	±4	4.1	±0.1	
Officers	100	±1	2	5	20	24	48	±4	4.1	±0.1	
Male	100	±1	3	6	21	19	51	±3	4.1	±0.1	
Female	100	±1	6	7	22	17	47	±3	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	3	6	22	19	49	±3	4.0	±0.1	
Deployed Past 12 Months	100	±1	4	6	16	19	56	±6	4.2	±0.2	

NR: Not reportable

**13. How many years of active duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?**

1. Less than 3 years

2. 3 years to less than 6 years

3. 6 years to less than 9 years

4. 9 years to less than 12 years

5. 12 years to less than 15 years

6. 15 years or more

	Percent Responding		Percentages						Max ME	Average Years of Service		
			1	2	3	4	5	6				
<b>TOTAL DOD</b>	100	±1	24	25	14	10	8	20	±2	8.0	±0.1	
Army	100	±1	24	26	14	10	8	19	±2	7.8	±0.2	
Navy	100	±1	22	22	15	10	8	22	±2	8.6	±0.3	
Marine Corps	100	±1	31	35	11	7	5	11	±4	6.0	±0.3	
Air Force	100	±1	21	21	14	11	9	25	±2	9.1	±0.2	
Enlisted	100	±1	26	27	14	9	7	16	±2	7.3	±0.1	
E1 – E4	100	±1	56	38	5	1	0	0	±3	2.6	±0.1	
E5 – E9	100	±1	1	18	21	17	13	30	±2	11.3	±0.2	
Officers	100	±1	13	14	13	10	11	39	±2	11.8	±0.4	
O1 – O3	100	±1	25	27	22	8	6	12	±4	6.6	±0.4	
O4 – O6	100	±0	0	0	2	12	16	70	±4	17.6	±0.4	
Male	100	±1	24	25	14	9	8	21	±2	8.1	±0.2	
Female	100	±0	25	26	14	11	7	16	±3	7.3	±0.3	
Not Deployed Past 12 Months	100	±1	27	20	14	10	8	21	±2	8.1	±0.2	
Deployed Past 12 Months	100	±1	19	33	14	9	8	18	±2	7.8	±0.3	
<b>WHITE</b>	100	±1	25	26	13	9	7	20	±2	7.9	±0.2	
Army	100	±0	27	28	14	8	6	17	±3	7.3	±0.3	
Navy	100	±1	23	22	14	9	7	24	±3	8.8	±0.4	
Marine Corps	100	±1	31	36	11	6	5	11	±6	5.9	±0.4	
Air Force	100	±0	20	21	12	11	9	26	±3	9.2	±0.3	
Enlisted	100	±1	28	29	14	8	6	15	±2	6.9	±0.2	
E1 – E4	100	±1	57	37	5	0	0	0	±4	2.5	±0.2	
E5 – E9	100	±0	1	21	21	16	12	29	±3	11.0	±0.3	
Officers	100	±0	14	15	12	10	10	39	±3	11.8	±0.4	
O1 – O3	100	±0	27	29	22	8	5	10	±5	6.2	±0.5	
O4 – O6	100	±0	0	0	2	12	15	70	±5	17.7	±0.5	
<b>BLACK</b>	100	±1	20	18	13	11	10	28	±3	9.6	±0.3	
Army	100	±0	19	16	11	13	10	31	±4	10.2	±0.5	
Navy	100	±0	20	20	15	9	10	25	±4	9.1	±0.4	
Marine Corps	99	±2	26	24	14	10	7	19	±5	7.9	±0.4	
Air Force	100	±0	21	16	16	10	10	28	±4	9.6	±0.4	
Enlisted	100	±1	22	19	14	11	9	26	±3	9.2	±0.3	
E1 – E4	100	±0	56	35	7	1	0	0	±5	2.6	±0.2	
E5 – E9	100	±1	1	9	17	17	15	41	±3	13.1	±0.4	
Officers	100	±0	8	8	10	11	15	49	±4	13.7	±0.5	
O1 – O3	100	±0	17	15	17	15	9	27	±5	9.5	±0.6	
O4 – O6	100	±0	0	1	1	8	19	71	±7	17.9	±0.6	
<b>HISPANIC</b>	100	±1	23	29	15	11	8	14	±3	7.2	±0.3	
Army	100	±1	20	29	15	13	8	14	±4	7.4	±0.4	
Navy	100	±1	21	27	18	12	9	14	±5	7.5	±0.5	
Marine Corps	100	±0	31	35	12	7	6	9	±8	5.7	±0.5	
Air Force	100	±0	24	22	17	12	8	17	±6	7.9	±0.7	
Enlisted	100	±1	24	30	16	11	7	12	±3	6.8	±0.3	
E1 – E4	100	±1	51	43	5	1	0	0	±5	2.6	±0.2	
E5 – E9	100	±0	1	19	25	21	12	22	±3	10.4	±0.4	

Note. Percent responding are active duty members who answered the question.

13. Continued	Percent Responding		Percentages						Max ME	Average Years of Service		
			1	2	3	4	5	6				
Officers	100	±1	8	15	13	12	18	34	±6	11.8	±0.7	
O1 – O3	100	±1	13	28	22	10	12	14	±8	8.0	±0.8	
O4 – O6	100	±0	0	1	3	14	15	68	±7	16.8	±0.6	
AIAN	100	±0	31	18	12	10	6	23	±10	8.4	±1.4	
Army	100	±0	38	15	13	4	6	24	±16	8.4	±2.6	
Navy	100	±0	16	20	17	22	9	16	±16	8.6	±0.9	
Marine Corps	100	±0	NR	NR	6	5	3	15	±17	6.1	±2.4	
Air Force	100	±0	16	12	12	NR	6	NR	±7	11.2	±2.7	
Enlisted	100	±0	35	20	12	11	6	15	±11	7.0	±1.1	
E1 – E4	100	±0	68	26	4	1	0	0	±12	2.4	±0.4	
E5 – E9	100	±0	0	14	20	21	13	32	±11	11.8	±1.1	
Officers	100	±0	NR	4	NR	5	4	NR	±4	16.8	±4.1	
O1 – O3	100	±0	NR	11	NR	9	4	15	±14	7.4	±2.2	
O4 – O6	100	±0	0	0	1	3	4	93	±11	20.7	±2.5	
ASIAN	100	±1	24	25	15	12	8	16	±4	7.5	±0.4	
Army	100	±0	26	30	14	10	9	12	±7	6.6	±0.6	
Navy	100	±1	20	22	16	13	9	19	±5	8.4	±0.5	
Marine Corps	100	±0	38	24	15	9	5	9	±14	5.7	±1.5	
Air Force	100	±0	22	22	17	12	8	19	±6	8.0	±0.7	
Enlisted	100	±1	26	26	15	12	7	14	±4	7.1	±0.4	
E1 – E4	100	±1	59	36	5	0	0	0	±6	2.4	±0.3	
E5 – E9	100	±1	1	19	22	20	13	25	±4	10.6	±0.4	
Officers	100	±0	15	18	19	12	14	23	±9	9.6	±0.8	
O1 – O3	100	±0	23	27	26	9	5	10	±12	6.6	±0.9	
O4 – O6	100	±0	0	2	6	19	28	46	±13	15.1	±1.2	
NHPI	100	±1	19	29	23	11	12	7	±10	6.9	±0.7	
Army	100	±0	10	37	25	11	13	3	±16	6.8	±1.1	
Navy	100	±1	25	14	NR	15	5	14	±13	7.8	±1.1	
Marine Corps	100	±0	48	26	11	2	4	9	±13	4.7	±1.0	
Air Force	100	±1	27	19	16	11	NR	10	±8	7.6	±1.5	
Enlisted	100	±1	19	30	22	11	11	6	±10	6.7	±0.8	
Officers	100	±1	5	7	NR	5	NR	NR	±14	10.8	±2.8	
TWO OR MORE RACES	100	±1	29	28	15	6	8	13	±6	6.7	±0.7	
Army	100	±0	34	26	14	4	11	10	±13	6.2	±1.1	
Navy	100	±1	28	26	16	8	6	16	±10	7.1	±1.0	
Marine Corps	100	±0	NR	NR	13	6	2	5	±12	4.8	±1.1	
Air Force	100	±0	23	24	18	7	9	18	±9	7.9	±1.2	
Enlisted	100	±1	30	30	15	6	7	11	±7	6.3	±0.7	
E1 – E4	100	±1	55	42	2	0	0	0	±11	2.5	±0.3	
E5 – E9	100	±0	1	16	31	14	15	23	±8	10.7	±0.8	
Officers	100	±0	22	13	15	6	16	28	±13	9.4	±1.6	
O1 – O3	100	±0	31	18	16	4	17	13	±16	7.0	±1.8	
O4 – O6	100	±0	0	0	1	10	12	77	±12	16.5	±0.7	
COAST GUARD	100	±1	17	21	17	11	8	26	±3	9.7	±0.3	
White	100	±1	16	20	17	11	8	28	±3	10.1	±0.4	
Black	100	±0	18	21	13	10	9	28	±3	10.1	±0.4	
Hispanic	100	±0	21	24	18	14	7	15	±4	7.8	±0.5	
Other Race/Ethnicity	100	±1	20	26	15	10	9	20	±7	8.3	±0.9	
Enlisted	100	±1	20	23	19	11	8	19	±3	8.4	±0.3	
Officers	100	±1	6	12	10	10	10	52	±4	14.9	±0.5	
Male	100	±1	16	20	17	11	8	27	±3	10.0	±0.3	
Female	100	±1	26	28	14	10	8	14	±3	7.1	±0.3	
Not Deployed Past 12 Months	100	±1	16	21	18	10	8	27	±3	9.9	±0.4	
Deployed Past 12 Months	100	±1	22	22	13	13	8	22	±6	8.6	±0.8	

NR: Not reportable

**14. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?**

1. Very unlikely  
4. Likely

2. Unlikely  
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	10	11	12	27	40	±2	3.8	±0.1	
Army	100	±1	10	13	13	28	36	±2	3.7	±0.1	
Navy	100	±1	10	9	11	27	43	±3	3.8	±0.1	
Marine Corps	100	±1	14	14	14	25	34	±4	3.5	±0.1	
Air Force	100	±1	7	9	10	29	45	±3	4.0	±0.1	
Enlisted	100	±1	11	11	12	27	38	±2	3.7	±0.1	
E1 – E4	100	±1	15	15	16	27	27	±3	3.4	±0.1	
E5 – E9	100	±1	7	8	9	28	48	±2	4.0	±0.1	
Officers	100	±1	6	12	9	27	45	±3	3.9	±0.1	
O1 – O3	100	±1	6	16	13	29	38	±4	3.8	±0.1	
O4 – O6	100	±1	6	10	6	26	53	±4	4.1	±0.1	
Male	100	±1	10	11	12	27	40	±2	3.8	±0.1	
Female	100	±1	10	13	11	30	37	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	9	10	11	28	42	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	12	13	13	27	35	±2	3.6	±0.1	
<b>WHITE</b>	100	±1	11	12	11	26	39	±2	3.7	±0.1	
Army	100	±0	11	14	12	26	36	±3	3.6	±0.1	
Navy	100	±1	12	10	10	26	42	±4	3.8	±0.1	
Marine Corps	100	±0	17	16	13	22	31	±5	3.4	±0.2	
Air Force	100	±1	7	10	10	28	45	±3	3.9	±0.1	
Enlisted	100	±1	12	12	12	26	38	±2	3.6	±0.1	
E1 – E4	100	±1	17	17	15	25	26	±3	3.3	±0.1	
E5 – E9	100	±1	9	8	9	26	49	±3	4.0	±0.1	
Officers	100	±0	6	14	9	26	44	±4	3.9	±0.1	
O1 – O3	100	±0	6	18	13	27	37	±5	3.7	±0.2	
O4 – O6	100	±0	6	10	6	25	53	±5	4.1	±0.2	
<b>BLACK</b>	100	±1	7	9	11	32	41	±3	3.9	±0.1	
Army	100	±1	7	11	12	33	37	±5	3.8	±0.2	
Navy	100	±1	7	8	11	28	46	±4	4.0	±0.1	
Marine Corps	100	±1	7	11	10	30	42	±5	3.9	±0.2	
Air Force	100	±0	5	8	10	33	45	±4	4.0	±0.1	
Enlisted	100	±1	7	9	11	32	41	±3	3.9	±0.1	
E1 – E4	100	±1	11	13	15	30	31	±5	3.6	±0.2	
E5 – E9	100	±0	5	7	9	33	46	±3	4.1	±0.1	
Officers	100	±0	4	9	8	31	48	±4	4.1	±0.1	
O1 – O3	100	±0	5	7	11	33	44	±5	4.0	±0.2	
O4 – O6	100	±0	4	10	6	28	52	±8	4.1	±0.2	
<b>HISPANIC</b>	100	±1	8	10	13	28	41	±3	3.8	±0.1	
Army	100	±1	8	11	13	28	40	±5	3.8	±0.2	
Navy	100	±0	9	8	13	29	42	±5	3.9	±0.2	
Marine Corps	100	±0	9	10	17	28	36	±7	3.7	±0.2	
Air Force	100	±1	9	8	10	28	46	±6	3.9	±0.2	
Enlisted	100	±1	9	10	13	28	39	±3	3.8	±0.1	
E1 – E4	100	±0	12	12	18	28	29	±5	3.5	±0.2	
E5 – E9	100	±1	6	8	9	29	48	±4	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

14. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
Officers	100	±1	5	5	10	28	52	±6	4.2	±0.2	
O1 – O3	100	±0	7	7	14	30	42	±8	3.9	±0.2	
O4 – O6	100	±1	4	5	5	27	58	±7	4.3	±0.2	
AIAN	100	±1	11	9	14	34	32	±10	3.7	±0.3	
Army	100	±1	16	7	8	41	28	±17	3.6	±0.5	
Navy	100	±0	10	9	14	22	44	±15	3.8	±0.3	
Marine Corps	100	±1	7	9	NR	NR	22	±14	3.5	±0.3	
Air Force	100	±1	4	NR	9	NR	38	±17	3.9	±0.4	
Enlisted	100	±1	8	10	16	36	31	±11	3.7	±0.2	
E1 – E4	100	±1	9	10	NR	40	19	±16	3.5	±0.2	
E5 – E9	100	±0	7	9	9	33	43	±11	3.9	±0.2	
Officers	100	±1	NR	2	4	NR	NR	±3	NR		
O1 – O3	100	±1	2	5	4	NR	NR	±6	4.3	±0.4	
O4 – O6	100	±1	NR	1	3	NR	NR	±5	NR		
ASIAN	100	±1	8	10	15	28	39	±3	3.8	±0.1	
Army	100	±0	12	12	19	30	27	±8	3.5	±0.2	
Navy	100	±1	6	7	13	26	47	±5	4.0	±0.2	
Marine Corps	100	±0	9	12	14	36	28	±16	3.6	±0.2	
Air Force	100	±0	7	11	11	26	45	±6	3.9	±0.2	
Enlisted	100	±1	9	10	15	27	39	±4	3.8	±0.1	
E1 – E4	100	±1	14	13	21	27	26	±6	3.4	±0.2	
E5 – E9	100	±0	6	8	10	28	48	±5	4.1	±0.2	
Officers	100	±0	4	8	14	34	40	±8	4.0	±0.2	
O1 – O3	100	±0	4	10	19	34	33	±10	3.8	±0.2	
O4 – O6	100	±0	4	6	5	33	52	±11	4.2	±0.2	
NHPI	100	±0	3	7	18	28	45	±10	4.0	±0.2	
Army	100	±0	2	8	23	28	39	±16	3.9	±0.3	
Navy	100	±0	NR	6	7	28	53	±13	4.2	±0.4	
Marine Corps	100	±0	3	8	16	30	43	±14	4.0	±0.3	
Air Force	100	±0	3	5	10	27	56	±11	4.3	±0.2	
Enlisted	100	±0	3	7	18	27	44	±10	4.0	±0.2	
Officers	100	±0	1	3	3	NR	NR	±5	4.4	±0.4	
TWO OR MORE RACES	100	±0	11	10	16	26	37	±6	3.7	±0.2	
Army	100	±0	12	14	25	20	28	±13	3.4	±0.4	
Navy	100	±0	15	5	9	31	40	±10	3.8	±0.3	
Marine Corps	100	±0	9	3	11	23	NR	±18	4.1	±0.4	
Air Force	100	±0	6	12	11	31	39	±10	3.8	±0.3	
Enlisted	100	±0	12	10	16	26	36	±7	3.7	±0.2	
E1 – E4	100	±0	15	11	21	24	29	±10	3.4	±0.3	
E5 – E9	100	±0	8	8	11	28	45	±8	3.9	±0.2	
Officers	100	±0	5	13	12	31	40	±13	3.9	±0.3	
O1 – O3	100	±0	2	14	12	37	35	±16	3.9	±0.3	
O4 – O6	100	±0	NR	NR	NR	17	NR	±10	3.7	±0.7	
COAST GUARD	100	±1	3	6	10	28	53	±3	4.2	±0.1	
White	100	±1	3	6	10	27	54	±4	4.2	±0.1	
Black	100	±1	5	7	10	30	49	±4	4.1	±0.1	
Hispanic	100	±0	4	8	10	28	50	±5	4.1	±0.2	
Other Race/Ethnicity	100	±0	3	6	11	36	44	±7	4.1	±0.2	
Enlisted	100	±1	4	7	11	28	50	±4	4.1	±0.1	
Officers	100	±0	2	4	5	26	63	±4	4.4	±0.1	
Male	100	±1	3	6	10	28	54	±3	4.2	±0.1	
Female	100	±0	7	10	9	30	44	±3	4.0	±0.1	
Not Deployed Past 12 Months	100	±0	4	6	11	28	51	±3	4.2	±0.1	
Deployed Past 12 Months	100	±1	2	8	7	26	57	±6	4.3	±0.2	

NR: Not reportable



**15. Overall, how satisfied are you with the military way of life?**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	5	13	15	48	18	±2	3.6	±0.1	
Army	100	±1	6	16	16	46	16	±3	3.5	±0.1	
Navy	100	±1	6	13	16	48	18	±3	3.6	±0.1	
Marine Corps	100	±1	7	14	17	46	16	±4	3.5	±0.1	
Air Force	100	±1	3	9	12	54	23	±3	3.8	±0.1	
Enlisted	100	±1	6	14	16	47	16	±2	3.5	±0.1	
E1 – E4	100	±1	9	18	21	41	11	±3	3.3	±0.1	
E5 – E9	100	±1	3	11	13	53	21	±2	3.8	±0.1	
Officers	100	±1	2	9	11	51	27	±3	3.9	±0.1	
O1 – O3	100	±1	2	13	14	52	19	±4	3.7	±0.1	
O4 – O6	100	±0	2	6	6	48	37	±4	4.1	±0.1	
Male	100	±1	6	13	15	48	18	±2	3.6	±0.1	
Female	100	±1	4	15	17	49	16	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	4	11	15	49	20	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	7	17	16	46	14	±2	3.4	±0.1	
<b>WHITE</b>	100	±1	6	14	15	48	17	±2	3.6	±0.1	
Army	100	±1	7	17	15	46	15	±3	3.5	±0.1	
Navy	100	±1	6	14	17	46	17	±4	3.5	±0.1	
Marine Corps	100	±0	9	15	15	46	15	±5	3.4	±0.2	
Air Force	100	±0	3	9	12	53	23	±3	3.8	±0.1	
Enlisted	100	±1	7	15	16	47	15	±2	3.5	±0.1	
E1 – E4	100	±1	11	19	20	41	10	±4	3.2	±0.1	
E5 – E9	100	±1	4	12	13	53	20	±3	3.7	±0.1	
Officers	100	±1	2	10	10	50	28	±4	3.9	±0.1	
O1 – O3	100	±1	2	13	14	52	19	±5	3.7	±0.1	
O4 – O6	100	±0	1	6	6	48	39	±5	4.2	±0.1	
<b>BLACK</b>	100	±1	4	11	14	51	21	±3	3.7	±0.1	
Army	100	±0	4	13	15	49	18	±5	3.6	±0.1	
Navy	100	±0	4	10	15	49	22	±4	3.7	±0.1	
Marine Corps	100	±1	3	9	16	52	20	±5	3.8	±0.1	
Air Force	100	±1	2	8	11	55	24	±4	3.9	±0.1	
Enlisted	100	±1	4	11	15	50	20	±3	3.7	±0.1	
E1 – E4	100	±1	7	16	20	44	14	±5	3.4	±0.2	
E5 – E9	100	±1	2	9	12	54	23	±3	3.9	±0.1	
Officers	100	±0	2	6	9	55	28	±4	4.0	±0.1	
O1 – O3	100	±0	1	9	11	57	22	±5	3.9	±0.1	
O4 – O6	100	±0	1	4	5	54	36	±6	4.2	±0.1	
<b>HISPANIC</b>	100	±1	5	13	17	46	20	±3	3.6	±0.1	
Army	100	±0	6	14	18	43	20	±5	3.6	±0.1	
Navy	100	±0	4	15	15	50	17	±5	3.6	±0.1	
Marine Corps	100	±0	6	11	22	42	18	±7	3.5	±0.2	
Air Force	100	±1	3	8	11	53	25	±6	3.9	±0.2	
Enlisted	100	±1	5	13	17	46	19	±3	3.6	±0.1	
E1 – E4	100	±0	7	17	24	40	12	±5	3.3	±0.2	
E5 – E9	100	±1	4	10	12	51	24	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

15. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
Officers	100	±1	3	7	9	51	30	±6	4.0	±0.1	
O1 – O3	100	±1	4	9	10	50	28	±8	3.9	±0.2	
O4 – O6	100	±0	2	7	6	45	40	±8	4.2	±0.2	
AIAN	100	±1	9	19	15	43	15	±11	3.4	±0.3	
Army	100	±0	NR	18	15	40	12	±16	3.2	±0.4	
Navy	100	±0	9	14	14	46	18	±15	3.5	±0.3	
Marine Corps	100	±1	4	NR	17	NR	12	±16	NR		
Air Force	100	±0	2	NR	10	NR	21	±18	3.8	±0.4	
Enlisted	100	±1	7	20	16	45	12	±12	3.3	±0.3	
E1 – E4	100	±0	9	NR	16	44	8	±14	3.2	±0.4	
E5 – E9	100	±1	5	17	17	45	16	±11	3.5	±0.2	
Officers	100	±0	NR	NR	4	NR	NR	±3	NR		
O1 – O3	100	±0	1	NR	5	NR	NR	±6	NR		
O4 – O6	100	±0	NR	2	2	NR	NR	±4	NR		
ASIAN	100	±1	3	12	18	51	16	±4	3.7	±0.1	
Army	100	±0	4	19	18	48	11	±8	3.4	±0.2	
Navy	100	±0	2	10	16	53	19	±5	3.7	±0.1	
Marine Corps	100	±1	4	12	25	45	15	±13	3.6	±0.2	
Air Force	100	±1	2	7	16	55	20	±6	3.8	±0.1	
Enlisted	100	±1	3	13	18	50	16	±4	3.6	±0.1	
E1 – E4	100	±1	5	18	25	44	8	±8	3.3	±0.2	
E5 – E9	100	±0	2	9	13	54	21	±5	3.8	±0.1	
Officers	100	±0	2	9	15	56	19	±8	3.8	±0.2	
O1 – O3	100	±0	2	11	20	52	15	±12	3.7	±0.2	
O4 – O6	100	±0	2	4	6	61	28	±10	4.1	±0.2	
NHPI	100	±1	3	6	18	54	19	±9	3.8	±0.2	
Army	100	±0	2	5	22	51	20	±16	3.8	±0.3	
Navy	100	±0	NR	9	10	61	14	±13	3.7	±0.4	
Marine Corps	100	±1	3	7	18	58	14	±12	3.7	±0.2	
Air Force	100	±0	2	6	12	57	23	±10	3.9	±0.1	
Enlisted	100	±1	3	6	17	55	19	±10	3.8	±0.2	
Officers	100	±0	0	2	NR	NR	17	±17	NR		
TWO OR MORE RACES	100	±1	8	16	18	45	12	±6	3.4	±0.2	
Army	100	±1	11	20	22	38	9	±14	3.1	±0.4	
Navy	100	±0	9	13	13	52	13	±9	3.5	±0.3	
Marine Corps	100	±0	5	NR	NR	36	NR	±18	3.3	±0.5	
Air Force	100	±0	3	12	18	52	15	±10	3.6	±0.2	
Enlisted	100	±1	8	17	19	42	13	±7	3.3	±0.2	
E1 – E4	100	±0	14	21	22	34	10	±10	3.1	±0.3	
E5 – E9	100	±1	2	13	16	52	16	±8	3.7	±0.2	
Officers	100	±0	4	11	12	62	11	±13	3.7	±0.3	
O1 – O3	100	±0	1	NR	13	63	11	±15	3.7	±0.3	
O4 – O6	100	±0	NR	NR	NR	NR	13	±8	3.4	±0.6	
COAST GUARD	100	±1	2	7	11	56	24	±3	3.9	±0.1	
White	100	±0	2	7	11	57	24	±4	3.9	±0.1	
Black	100	±0	2	7	16	52	24	±4	3.9	±0.1	
Hispanic	100	±1	2	9	12	55	22	±5	3.9	±0.1	
Other Race/Ethnicity	100	±0	1	10	14	54	21	±6	3.8	±0.2	
Enlisted	100	±1	2	8	13	57	21	±4	3.9	±0.1	
Officers	100	±0	1	4	7	53	36	±4	4.2	±0.1	
Male	100	±1	2	7	11	56	24	±3	3.9	±0.1	
Female	100	±0	3	10	16	52	19	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	2	7	11	56	24	±3	3.9	±0.1	
Deployed Past 12 Months	100	±0	2	9	12	55	22	±6	3.9	±0.2	

NR: Not reportable

## 16. Suppose a youth came to you for advice. How likely is it that you would recommend...

## a. Joining a military Service?

1. Very unlikely  
4. Likely2. Unlikely  
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	4	6	14	40	35	±2	4.0	±0.1	
Army	99	±1	5	7	14	40	34	±3	3.9	±0.1	
Navy	99	±1	4	6	14	41	35	±3	4.0	±0.1	
Marine Corps	99	±1	4	7	16	38	35	±4	3.9	±0.1	
Air Force	99	±1	3	5	11	42	38	±3	4.1	±0.1	
Enlisted	99	±1	5	7	14	40	34	±2	3.9	±0.1	
E1 – E4	99	±1	7	8	17	40	27	±3	3.7	±0.1	
E5 – E9	99	±1	3	6	12	40	40	±2	4.1	±0.1	
Officers	99	±1	3	4	11	43	39	±3	4.1	±0.1	
O1 – O3	99	±1	2	4	13	46	35	±4	4.1	±0.1	
O4 – O6	100	±1	3	4	9	40	44	±4	4.2	±0.1	
Male	99	±1	5	6	13	40	35	±2	4.0	±0.1	
Female	99	±1	4	7	15	42	33	±3	3.9	±0.1	
Not Deployed Past 12 Months	99	±1	3	6	13	40	38	±2	4.0	±0.1	
Deployed Past 12 Months	99	±1	6	7	15	41	30	±2	3.8	±0.1	
<b>WHITE</b>	99	±1	4	6	13	41	36	±2	4.0	±0.1	
Army	99	±1	5	7	13	41	34	±3	3.9	±0.1	
Navy	99	±1	4	6	14	41	35	±4	4.0	±0.1	
Marine Corps	99	±1	5	7	15	38	35	±6	3.9	±0.2	
Air Force	99	±1	3	5	10	43	39	±3	4.1	±0.1	
Enlisted	99	±1	5	7	13	40	35	±2	3.9	±0.1	
E1 – E4	99	±1	7	8	15	41	27	±4	3.7	±0.1	
E5 – E9	99	±1	3	5	11	39	41	±3	4.1	±0.1	
Officers	100	±1	2	4	10	45	39	±4	4.1	±0.1	
O1 – O3	99	±1	2	4	12	48	34	±5	4.1	±0.1	
O4 – O6	100	±1	2	4	9	41	44	±5	4.2	±0.1	
<b>BLACK</b>	97	±1	4	8	14	39	34	±3	3.9	±0.1	
Army	97	±2	5	10	14	36	35	±5	3.9	±0.1	
Navy	98	±2	4	5	16	40	35	±4	4.0	±0.1	
Marine Corps	99	±1	3	7	16	43	31	±6	3.9	±0.1	
Air Force	97	±2	3	9	13	44	31	±4	3.9	±0.1	
Enlisted	97	±1	4	8	15	39	33	±3	3.9	±0.1	
E1 – E4	97	±2	6	10	19	37	28	±5	3.7	±0.2	
E5 – E9	98	±1	3	8	12	40	37	±3	4.0	±0.1	
Officers	99	±2	2	6	11	40	41	±4	4.1	±0.1	
O1 – O3	98	±3	2	6	12	47	33	±5	4.0	±0.1	
O4 – O6	99	±1	2	5	9	37	48	±6	4.2	±0.1	
<b>HISPANIC</b>	99	±1	4	6	16	37	37	±3	4.0	±0.1	
Army	98	±2	5	7	15	36	37	±5	3.9	±0.1	
Navy	99	±1	3	5	15	43	34	±5	4.0	±0.1	
Marine Corps	99	±2	4	7	19	35	36	±7	3.9	±0.2	
Air Force	98	±2	4	6	13	34	42	±6	4.1	±0.2	
Enlisted	99	±1	4	6	16	37	36	±3	3.9	±0.1	
E1 – E4	98	±2	6	8	20	37	29	±5	3.8	±0.2	
E5 – E9	99	±1	3	5	13	36	43	±4	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

16a. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
Officers	98	±2	2	4	11	41	42	±6	4.2	±0.1	
O1 – O3	98	±4	2	5	13	36	43	±8	4.1	±0.2	
O4 – O6	99	±1	2	3	9	40	46	±8	4.2	±0.1	
AIAN	99	±1	9	9	10	42	30	±10	3.8	±0.3	
Army	99	±1	NR	8	10	37	32	±14	3.7	±0.5	
Navy	100	±1	4	12	8	41	35	±16	3.9	±0.4	
Marine Corps	100	±1	3	6	10	NR	25	±18	4.0	±0.2	
Air Force	100	±1	NR	NR	10	NR	24	±10	3.5	±0.7	
Enlisted	99	±1	7	9	10	47	28	±9	3.8	±0.2	
E1 – E4	100	±1	7	6	12	51	23	±14	3.8	±0.3	
E5 – E9	99	±1	6	11	7	42	33	±13	3.8	±0.3	
Officers	100	±1	NR	NR	NR	15	NR	±11	NR		
O1 – O3	100	±0	1	NR	5	NR	NR	±7	NR		
O4 – O6	100	±0	NR	2	NR	11	NR	±15	NR		
ASIAN	98	±1	3	7	16	43	31	±4	3.9	±0.1	
Army	98	±2	5	7	18	45	25	±7	3.8	±0.2	
Navy	98	±2	3	7	14	43	33	±5	4.0	±0.2	
Marine Corps	99	±1	3	NR	16	34	36	±15	3.9	±0.4	
Air Force	99	±1	2	5	15	43	35	±6	4.0	±0.2	
Enlisted	98	±1	3	7	15	43	31	±4	3.9	±0.1	
E1 – E4	98	±2	4	9	20	42	25	±7	3.7	±0.2	
E5 – E9	98	±2	2	5	12	45	36	±5	4.1	±0.1	
Officers	99	±1	4	8	17	39	33	±11	3.9	±0.2	
O1 – O3	100	±1	5	10	20	36	29	±16	3.8	±0.3	
O4 – O6	99	±1	2	3	11	44	39	±12	4.1	±0.2	
NHPI	97	±4	3	3	10	43	41	±10	4.2	±0.2	
Army	95	±6	2	2	12	43	41	±16	4.2	±0.3	
Navy	99	±1	NR	4	6	37	44	±14	4.0	±0.4	
Marine Corps	100	±1	1	4	11	43	41	±13	4.2	±0.2	
Air Force	100	±1	2	4	8	49	37	±12	4.2	±0.1	
Enlisted	97	±4	3	3	9	43	42	±10	4.2	±0.2	
Officers	100	±0	1	1	NR	NR	NR	±2	NR		
TWO OR MORE RACES	99	±1	7	6	18	41	28	±6	3.8	±0.2	
Army	99	±2	13	6	20	39	22	±14	3.5	±0.4	
Navy	100	±1	5	6	13	43	32	±9	3.9	±0.3	
Marine Corps	99	±1	1	5	NR	NR	NR	±13	3.8	±0.4	
Air Force	100	±1	4	5	13	45	33	±10	4.0	±0.2	
Enlisted	99	±1	8	6	17	42	28	±7	3.8	±0.2	
E1 – E4	100	±1	12	6	17	40	25	±11	3.6	±0.3	
E5 – E9	99	±2	3	6	16	44	32	±8	4.0	±0.2	
Officers	100	±1	3	4	26	36	31	±14	3.9	±0.3	
O1 – O3	100	±1	1	2	27	42	28	±17	3.9	±0.3	
O4 – O6	100	±0	NR	NR	9	NR	NR	±7	3.8	±0.7	
COAST GUARD	99	±1	2	3	9	43	43	±3	4.2	±0.1	
White	99	±1	2	3	8	44	44	±4	4.2	±0.1	
Black	99	±1	2	4	11	46	37	±4	4.1	±0.1	
Hispanic	99	±1	2	4	12	41	41	±5	4.1	±0.1	
Other Race/Ethnicity	99	±1	3	3	16	40	39	±7	4.1	±0.2	
Enlisted	99	±1	2	4	10	44	40	±4	4.2	±0.1	
Officers	100	±1	1	1	6	40	52	±4	4.4	±0.1	
Male	99	±1	2	3	9	43	43	±3	4.2	±0.1	
Female	100	±1	2	5	9	43	42	±3	4.2	±0.1	
Not Deployed Past 12 Months	100	±1	2	3	8	44	42	±3	4.2	±0.1	
Deployed Past 12 Months	99	±2	1	2	11	42	44	±6	4.3	±0.1	

NR: Not reportable

## 16. Suppose a youth came to you for advice. How likely is it that you would recommend...

## b. Joining a Reserve component of the military?

1. Very unlikely  
4. Likely2. Unlikely  
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL DOD	97	±1	9	13	28	36	15	±2	3.3	±0.1	
Army	96	±1	12	14	26	34	14	±3	3.2	±0.1	
Navy	97	±1	7	12	30	37	14	±3	3.4	±0.1	
Marine Corps	97	±1	11	17	28	32	12	±4	3.2	±0.1	
Air Force	97	±1	5	10	28	38	18	±3	3.5	±0.1	
Enlisted	96	±1	9	13	28	35	14	±2	3.3	±0.1	
E1 – E4	97	±1	10	14	29	35	12	±3	3.2	±0.1	
E5 – E9	96	±1	8	13	27	36	16	±2	3.4	±0.1	
Officers	98	±1	6	13	25	37	18	±3	3.5	±0.1	
O1 – O3	98	±1	5	13	27	36	19	±4	3.5	±0.1	
O4 – O6	99	±1	7	12	23	39	19	±4	3.5	±0.1	
Male	97	±1	9	13	27	35	15	±2	3.3	±0.1	
Female	97	±1	6	13	30	37	14	±3	3.4	±0.1	
Not Deployed Past 12 Months	97	±1	8	12	28	37	16	±2	3.4	±0.1	
Deployed Past 12 Months	97	±1	11	15	28	33	13	±2	3.2	±0.1	
WHITE	98	±1	9	14	28	35	14	±2	3.3	±0.1	
Army	98	±1	12	14	26	34	13	±3	3.2	±0.1	
Navy	97	±2	7	13	31	36	13	±4	3.4	±0.1	
Marine Corps	98	±2	11	18	29	30	12	±5	3.1	±0.2	
Air Force	98	±1	5	10	29	38	18	±3	3.5	±0.1	
Enlisted	97	±1	10	14	29	34	13	±2	3.3	±0.1	
E1 – E4	98	±1	11	15	30	33	11	±4	3.2	±0.1	
E5 – E9	97	±1	8	12	28	35	15	±3	3.4	±0.1	
Officers	99	±1	6	13	25	37	18	±4	3.5	±0.1	
O1 – O3	99	±2	6	13	27	36	18	±5	3.5	±0.2	
O4 – O6	99	±1	6	13	23	39	19	±5	3.5	±0.1	
BLACK	94	±2	9	13	27	36	16	±3	3.4	±0.1	
Army	93	±3	11	15	26	32	16	±5	3.3	±0.2	
Navy	96	±2	6	10	26	42	17	±5	3.5	±0.1	
Marine Corps	94	±2	10	15	27	35	13	±5	3.3	±0.2	
Air Force	96	±2	6	10	29	39	16	±4	3.5	±0.1	
Enlisted	94	±2	9	13	27	36	16	±3	3.4	±0.1	
E1 – E4	94	±3	9	10	30	36	15	±5	3.4	±0.2	
E5 – E9	94	±2	9	15	25	36	16	±3	3.4	±0.1	
Officers	95	±2	6	11	24	40	20	±4	3.6	±0.1	
O1 – O3	96	±2	5	11	24	42	18	±5	3.6	±0.1	
O4 – O6	95	±2	5	11	21	44	19	±6	3.6	±0.1	
HISPANIC	96	±1	8	13	26	38	15	±3	3.4	±0.1	
Army	96	±2	9	15	23	35	17	±5	3.3	±0.2	
Navy	96	±2	7	11	34	36	12	±5	3.3	±0.1	
Marine Corps	97	±3	11	13	26	39	12	±7	3.3	±0.2	
Air Force	97	±2	5	11	23	45	17	±6	3.6	±0.2	
Enlisted	96	±1	8	13	26	38	14	±3	3.4	±0.1	
E1 – E4	96	±2	8	15	26	40	13	±5	3.3	±0.2	
E5 – E9	96	±2	9	12	26	37	16	±4	3.4	±0.1	

Note. Percent responding are active duty members who answered the question.

16b. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
Officers	99	±1	6	12	26	36	20	±6	3.5	±0.2	
O1 – O3	99	±1	6	12	28	33	21	±8	3.5	±0.2	
O4 – O6	99	±1	8	9	23	39	21	±8	3.5	±0.2	
AIAN	97	±3	13	13	21	38	15	±10	3.3	±0.3	
Army	95	±6	NR	13	21	31	18	±16	3.2	±0.5	
Navy	98	±2	7	11	28	35	19	±14	3.5	±0.3	
Marine Corps	96	±7	8	8	17	NR	6	±11	3.5	±0.3	
Air Force	98	±2	NR	NR	17	34	11	±17	3.0	±0.6	
Enlisted	97	±3	11	14	22	39	14	±10	3.3	±0.3	
E1 – E4	99	±2	11	7	21	46	16	±16	3.5	±0.3	
E5 – E9	95	±6	12	23	22	32	12	±12	3.1	±0.3	
Officers	95	±9	NR	6	NR	NR	NR	±5	NR		
O1 – O3	99	±2	4	8	NR	21	NR	±18	NR		
O4 – O6	92	±16	NR	4	6	NR	NR	±10	NR		
ASIAN	95	±2	6	9	29	40	16	±4	3.5	±0.1	
Army	95	±3	9	11	30	37	13	±7	3.3	±0.2	
Navy	93	±3	4	7	29	44	15	±6	3.6	±0.1	
Marine Corps	97	±2	11	8	32	31	NR	±12	3.4	±0.4	
Air Force	97	±2	4	9	27	41	19	±7	3.6	±0.2	
Enlisted	94	±2	6	9	28	41	15	±4	3.5	±0.1	
E1 – E4	96	±3	7	10	28	41	14	±7	3.4	±0.2	
E5 – E9	93	±2	6	8	28	42	17	±5	3.6	±0.1	
Officers	98	±1	6	8	34	34	17	±8	3.5	±0.2	
O1 – O3	98	±1	4	9	41	30	16	±11	3.5	±0.2	
O4 – O6	98	±1	11	9	21	40	19	±13	3.5	±0.4	
NHPI	90	±9	7	8	24	46	15	±9	3.5	±0.2	
Army	88	±13	8	7	22	49	13	±15	3.5	±0.3	
Navy	87	±16	NR	11	19	44	17	±14	3.5	±0.4	
Marine Corps	97	±3	6	12	45	21	16	±14	3.3	±0.2	
Air Force	97	±2	4	6	22	49	20	±12	3.8	±0.1	
Enlisted	90	±9	8	7	24	46	15	±10	3.5	±0.2	
Officers	98	±3	1	NR	15	NR	16	±17	NR		
TWO OR MORE RACES	99	±1	12	13	31	33	12	±6	3.2	±0.2	
Army	100	±1	20	14	28	32	6	±14	2.9	±0.4	
Navy	97	±3	7	11	32	36	14	±9	3.4	±0.3	
Marine Corps	99	±1	4	NR	NR	NR	11	±13	3.3	±0.4	
Air Force	99	±1	7	12	33	31	17	±10	3.4	±0.3	
Enlisted	99	±1	12	13	31	33	11	±7	3.2	±0.2	
E1 – E4	100	±1	16	12	29	34	9	±12	3.1	±0.3	
E5 – E9	98	±2	9	13	32	33	13	±8	3.3	±0.2	
Officers	97	±4	6	15	33	29	17	±13	3.4	±0.3	
O1 – O3	97	±6	1	17	34	28	21	±17	3.5	±0.4	
O4 – O6	99	±2	NR	NR	17	NR	8	±10	3.0	±0.6	
COAST GUARD	98	±1	5	9	24	42	20	±3	3.6	±0.1	
White	98	±1	5	10	23	42	20	±4	3.6	±0.1	
Black	94	±2	5	11	20	43	21	±4	3.7	±0.1	
Hispanic	97	±2	4	8	24	42	21	±5	3.7	±0.1	
Other Race/Ethnicity	98	±1	5	7	29	40	19	±6	3.6	±0.2	
Enlisted	97	±1	5	9	24	42	19	±4	3.6	±0.1	
Officers	98	±1	3	9	23	42	24	±4	3.8	±0.1	
Male	98	±1	5	9	24	42	20	±3	3.6	±0.1	
Female	99	±1	3	9	22	43	24	±3	3.8	±0.1	
Not Deployed Past 12 Months	98	±1	5	10	23	42	20	±3	3.6	±0.1	
Deployed Past 12 Months	97	±3	4	7	27	41	20	±6	3.7	±0.2	

NR: Not reportable

## 16. Suppose a youth came to you for advice. How likely is it that you would recommend...

## c. Becoming a federal civil servant?

1. Very unlikely  
4. Likely2. Unlikely  
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL DOD	96	±1	6	8	36	34	17	±2	3.5	±0.1	
Army	96	±1	7	7	33	34	18	±3	3.5	±0.1	
Navy	96	±1	5	6	37	35	16	±3	3.5	±0.1	
Marine Corps	97	±2	8	13	37	30	12	±4	3.2	±0.1	
Air Force	97	±1	4	7	37	34	18	±3	3.6	±0.1	
Enlisted	96	±1	6	8	36	33	17	±2	3.5	±0.1	
E1 – E4	97	±1	8	8	40	29	15	±3	3.3	±0.1	
E5 – E9	95	±1	5	7	33	36	19	±2	3.6	±0.1	
Officers	98	±1	4	9	32	38	17	±3	3.5	±0.1	
O1 – O3	98	±1	4	9	34	37	16	±4	3.5	±0.1	
O4 – O6	98	±1	4	10	29	40	17	±4	3.6	±0.1	
Male	96	±1	6	8	35	34	17	±2	3.5	±0.1	
Female	97	±1	5	7	37	34	18	±3	3.5	±0.1	
Not Deployed Past 12 Months	96	±1	5	8	35	35	17	±2	3.5	±0.1	
Deployed Past 12 Months	96	±1	7	8	36	32	17	±2	3.4	±0.1	
WHITE	97	±1	6	9	37	32	15	±2	3.4	±0.1	
Army	98	±1	7	8	35	34	16	±3	3.4	±0.1	
Navy	97	±2	6	7	40	33	14	±4	3.4	±0.1	
Marine Corps	97	±2	8	16	38	28	10	±6	3.2	±0.2	
Air Force	97	±1	4	8	38	33	17	±3	3.5	±0.1	
Enlisted	97	±1	7	9	38	31	15	±2	3.4	±0.1	
E1 – E4	98	±1	8	10	41	28	13	±4	3.3	±0.1	
E5 – E9	97	±1	6	8	36	34	17	±3	3.5	±0.1	
Officers	99	±1	5	10	33	38	15	±4	3.5	±0.1	
O1 – O3	98	±2	5	10	34	36	15	±5	3.5	±0.1	
O4 – O6	99	±1	4	10	31	39	15	±5	3.5	±0.1	
BLACK	93	±2	4	5	29	39	23	±3	3.7	±0.1	
Army	91	±3	5	5	28	38	23	±5	3.7	±0.1	
Navy	94	±2	3	4	28	42	22	±5	3.8	±0.1	
Marine Corps	94	±2	4	8	34	31	23	±5	3.6	±0.2	
Air Force	93	±2	4	4	28	40	24	±4	3.8	±0.1	
Enlisted	92	±2	5	5	29	39	23	±3	3.7	±0.1	
E1 – E4	93	±3	6	5	35	35	19	±5	3.5	±0.2	
E5 – E9	92	±2	4	5	26	41	25	±3	3.8	±0.1	
Officers	94	±2	2	4	23	40	30	±4	3.9	±0.1	
O1 – O3	94	±3	3	5	24	42	26	±5	3.8	±0.1	
O4 – O6	95	±2	2	4	18	43	33	±7	4.0	±0.2	
HISPANIC	96	±1	5	5	35	35	20	±3	3.6	±0.1	
Army	95	±2	6	6	32	34	22	±5	3.6	±0.1	
Navy	96	±2	4	4	38	35	19	±5	3.6	±0.1	
Marine Corps	96	±3	9	7	35	34	16	±7	3.4	±0.2	
Air Force	95	±3	3	5	38	36	18	±6	3.6	±0.1	
Enlisted	95	±2	6	5	36	34	20	±3	3.6	±0.1	
E1 – E4	95	±2	7	5	41	29	18	±5	3.5	±0.1	
E5 – E9	95	±2	5	6	30	38	21	±4	3.6	±0.1	

Note. Percent responding are active duty members who answered the question.

16c. Continued	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
Officers	97	±2	4	8	28	40	20	±6	3.6	±0.2	
O1 – O3	97	±4	3	8	32	36	21	±8	3.6	±0.2	
O4 – O6	98	±1	5	9	23	44	19	±8	3.6	±0.2	
AIAN	96	±3	11	11	35	26	17	±12	3.3	±0.3	
Army	95	±6	4	18	33	22	23	±17	3.4	±0.4	
Navy	98	±2	8	4	36	38	14	±14	3.4	±0.2	
Marine Corps	96	±7	NR	5	NR	NR	6	±6	NR		
Air Force	98	±2	NR	5	NR	21	NR	±9	3.3	±0.6	
Enlisted	96	±3	12	12	34	24	18	±13	3.2	±0.3	
E1 – E4	98	±2	NR	NR	32	21	19	±17	3.2	±0.6	
E5 – E9	95	±6	9	10	37	28	16	±12	3.3	±0.3	
Officers	95	±9	2	4	NR	NR	NR	±4	3.6	±0.4	
O1 – O3	99	±2	2	7	NR	NR	11	±12	3.6	±0.4	
O4 – O6	92	±16	1	2	NR	NR	NR	±5	NR		
ASIAN	94	±2	3	4	33	40	20	±4	3.7	±0.1	
Army	94	±3	3	4	31	38	24	±8	3.8	±0.2	
Navy	91	±3	2	3	29	45	21	±6	3.8	±0.1	
Marine Corps	97	±2	7	5	38	39	11	±15	3.4	±0.2	
Air Force	96	±2	4	4	39	36	17	±7	3.6	±0.2	
Enlisted	93	±2	3	3	34	39	20	±4	3.7	±0.1	
E1 – E4	94	±3	5	4	36	37	18	±7	3.6	±0.2	
E5 – E9	92	±3	1	3	33	41	21	±5	3.8	±0.1	
Officers	98	±1	3	5	26	46	19	±7	3.7	±0.2	
O1 – O3	98	±1	1	6	29	45	18	±10	3.7	±0.2	
O4 – O6	97	±2	NR	3	24	46	19	±12	3.7	±0.4	
NHPI	87	±9	5	7	31	35	22	±10	3.6	±0.2	
Army	83	±14	5	7	32	32	24	±17	3.6	±0.3	
Navy	86	±16	NR	5	24	41	21	±12	3.6	±0.4	
Marine Corps	97	±3	4	NR	43	26	12	±13	3.3	±0.3	
Air Force	97	±2	3	5	29	45	18	±13	3.7	±0.1	
Enlisted	87	±9	5	7	32	33	22	±10	3.6	±0.2	
Officers	98	±3	1	NR	9	NR	NR	±10	4.0	±0.2	
TWO OR MORE RACES	98	±2	10	6	42	26	16	±6	3.3	±0.2	
Army	97	±5	17	6	41	24	12	±14	3.1	±0.4	
Navy	97	±3	6	9	40	30	15	±10	3.4	±0.3	
Marine Corps	99	±1	NR	6	NR	NR	NR	±11	3.2	±0.5	
Air Force	99	±1	3	4	45	26	23	±10	3.6	±0.2	
Enlisted	98	±2	11	6	42	25	16	±7	3.3	±0.2	
E1 – E4	99	±1	15	4	47	20	14	±11	3.1	±0.3	
E5 – E9	96	±4	6	8	35	32	19	±8	3.5	±0.2	
Officers	98	±4	3	7	42	34	14	±13	3.5	±0.3	
O1 – O3	97	±6	1	8	47	34	10	±15	3.4	±0.3	
O4 – O6	100	±0	NR	6	15	NR	NR	±9	3.7	±0.7	
COAST GUARD	97	±1	4	6	37	36	16	±3	3.5	±0.1	
White	97	±2	4	7	38	37	15	±4	3.5	±0.1	
Black	93	±2	3	3	31	37	25	±4	3.8	±0.1	
Hispanic	96	±2	3	7	33	34	24	±5	3.7	±0.1	
Other Race/Ethnicity	98	±1	6	5	40	35	15	±7	3.5	±0.2	
Enlisted	96	±2	4	7	39	33	16	±4	3.5	±0.1	
Officers	98	±1	2	4	29	47	17	±5	3.7	±0.1	
Male	97	±1	4	6	37	37	16	±3	3.5	±0.1	
Female	98	±1	3	6	40	32	19	±3	3.6	±0.1	
Not Deployed Past 12 Months	97	±1	3	6	37	36	17	±3	3.6	±0.1	
Deployed Past 12 Months	95	±3	6	7	36	38	14	±6	3.5	±0.2	

NR: Not reportable
















































**17. In the past 12 months, how many nights did you spend away from your permanent duty station because of your military duties?**

0. 0 nights  
3. 48-180 nights

1. 1-24 nights  
4. 181 nights or more

2. 25-47 nights

	Percent Responding		Percentages					Max ME	Average Nights		
			0	1	2	3	4				
<b>TOTAL DOD</b>	100	±1	31	17	12	25	15	±2	74.0	±2.4	
Army	100	±1	25	16	12	25	23	±2	97.4	±4.9	
Navy	99	±1	36	16	9	25	14	±3	67.4	±3.8	
Marine Corps	99	±1	35	15	13	24	13	±4	62.1	±5.7	
Air Force	100	±1	36	20	12	26	6	±2	48.9	±2.8	
Enlisted	100	±1	35	15	11	24	15	±2	72.6	±2.7	
E1 – E4	99	±1	44	13	10	20	14	±3	63.8	±4.5	
E5 – E9	100	±1	27	17	11	28	17	±2	80.0	±3.2	
Officers	100	±1	14	25	16	29	16	±3	80.8	±4.7	
O1 – O3	100	±1	17	21	15	30	17	±4	82.9	±7.0	
O4 – O6	100	±1	10	30	18	28	14	±4	74.3	±6.5	
Male	100	±1	30	16	12	26	16	±2	77.3	±2.6	
Female	100	±1	42	19	11	19	10	±3	53.9	±4.9	
Not Deployed Past 12 Months	100	±1	45	23	15	15	1	±2	24.2	±1.2	
Deployed Past 12 Months	99	±1	10	6	5	41	39	±2	155.6	±4.4	
<b>WHITE</b>	99	±1	29	17	12	26	16	±2	75.6	±3.3	
Army	99	±1	22	16	13	26	23	±3	99.6	±6.9	
Navy	99	±1	34	16	10	26	14	±4	69.0	±5.7	
Marine Corps	100	±1	33	14	14	25	14	±6	66.5	±8.2	
Air Force	100	±1	32	21	13	28	6	±3	51.4	±3.8	
Enlisted	99	±1	33	15	11	26	16	±2	74.5	±3.9	
E1 – E4	99	±1	42	12	11	21	14	±4	65.7	±6.3	
E5 – E9	100	±1	25	17	11	30	17	±3	82.5	±4.6	
Officers	100	±1	14	25	17	29	16	±3	79.9	±5.8	
O1 – O3	100	±1	17	21	16	30	17	±5	82.3	±8.9	
O4 – O6	100	±1	9	30	19	28	13	±5	73.2	±7.5	
<b>BLACK</b>	100	±1	36	17	10	22	14	±3	68.8	±5.1	
Army	100	±1	30	16	10	22	21	±5	89.2	±10.1	
Navy	100	±1	41	16	8	22	13	±4	61.1	±7.2	
Marine Corps	100	±1	36	19	12	24	9	±5	51.4	±5.8	
Air Force	100	±1	45	19	10	22	5	±4	40.5	±4.9	
Enlisted	100	±1	38	16	10	21	14	±3	68.1	±5.6	
E1 – E4	100	±1	49	12	7	17	15	±5	64.1	±11.1	
E5 – E9	100	±1	32	19	11	24	14	±3	70.5	±5.9	
Officers	100	±1	18	26	14	28	15	±4	76.4	±7.3	
O1 – O3	100	±1	23	23	11	28	14	±5	74.3	±8.6	
O4 – O6	100	±0	15	31	16	27	11	±6	66.0	±6.9	
<b>HISPANIC</b>	99	±1	35	16	11	24	15	±3	72.1	±5.0	
Army	99	±1	26	15	13	24	22	±5	96.5	±10.1	
Navy	100	±1	42	14	6	24	14	±5	64.8	±7.9	
Marine Corps	99	±2	38	17	12	21	11	±7	55.0	±8.7	
Air Force	100	±1	42	18	10	24	6	±6	46.3	±7.5	
Enlisted	99	±1	37	15	10	23	15	±3	70.5	±5.4	
E1 – E4	99	±1	48	13	8	19	11	±5	57.2	±8.5	
E5 – E9	100	±1	27	17	12	25	18	±3	82.2	±6.7	

Note. Percent responding are active duty members who answered the question.

17. Continued	Percent Responding		Percentages					Max ME	Average Nights		
			0	1	2	3	4				
Officers	100	±1	14	21	14	34	17	±6	88.5	±10.9	
O1 – O3	100	±0	18	17	10	35	19	±8	95.3	±13.4	
O4 – O6	100	±1	12	25	19	29	16	±8	83.2	±20.5	
AIAN	100	±1	35	21	6	22	16	±9	69.2	±17.0	
Army	100	±1	26	21	6	24	24	±15	94.0	±31.3	
Navy	99	±2	34	22	7	26	12	±16	64.1	±19.3	
Marine Corps	100	±1	NR	19	8	12	8	±17	36.4	±18.6	
Air Force	100	±1	NR	NR	7	23	6	±17	41.5	±15.0	
Enlisted	99	±1	38	19	6	23	13	±10	61.6	±11.9	
E1 – E4	100	±1	52	15	6	18	8	±16	43.5	±12.2	
E5 – E9	99	±1	24	24	7	29	17	±11	80.4	±17.8	
Officers	100	±1	NR	NR	7	13	NR	±10	NR		
O1 – O3	100	±1	6	NR	9	19	NR	±16	NR		
O4 – O6	100	±1	2	NR	6	10	NR	±13	NR		
ASIAN	100	±1	35	18	10	23	14	±4	69.5	±6.8	
Army	100	±0	27	16	12	25	20	±8	92.5	±16.5	
Navy	100	±1	36	18	8	23	15	±5	69.0	±9.4	
Marine Corps	100	±1	41	15	12	19	13	±15	55.3	±14.1	
Air Force	99	±3	40	21	10	23	6	±6	45.7	±7.5	
Enlisted	99	±1	38	17	9	23	14	±4	67.7	±7.8	
E1 – E4	100	±1	48	14	6	18	15	±8	60.7	±13.8	
E5 – E9	99	±2	30	19	11	26	14	±4	72.8	±9.0	
Officers	100	±1	20	22	16	26	16	±9	78.3	±13.6	
O1 – O3	100	±1	20	22	17	28	13	±13	74.8	±16.8	
O4 – O6	100	±0	24	22	13	21	20	±15	77.3	±25.1	
NHPI	99	±1	36	12	13	20	19	±10	86.1	±25.3	
Army	99	±2	27	13	15	19	26	±16	111.8	±41.2	
Navy	99	±1	43	4	8	30	14	±14	68.7	±21.0	
Marine Corps	100	±0	51	14	9	19	7	±12	43.9	±12.7	
Air Force	100	±1	54	17	9	16	5	±11	34.3	±9.2	
Enlisted	99	±1	36	12	12	20	20	±10	88.2	±26.5	
Officers	100	±0	NR	11	NR	12	10	±15	49.4	±33.8	
TWO OR MORE RACES	100	±1	32	14	10	25	18	±6	79.5	±12.9	
Army	100	±0	22	12	15	27	24	±13	106.5	±29.9	
Navy	100	±1	36	13	5	27	18	±9	75.7	±15.9	
Marine Corps	100	±0	NR	12	NR	NR	NR	±11	69.8	±34.3	
Air Force	100	±1	40	20	7	23	8	±10	51.1	±13.2	
Enlisted	100	±1	36	13	10	26	17	±7	76.8	±14.2	
E1 – E4	100	±1	42	11	11	20	15	±11	70.4	±22.5	
E5 – E9	100	±0	28	15	8	32	18	±8	84.3	±16.3	
Officers	100	±1	12	26	14	24	24	±14	97.0	±29.6	
O1 – O3	100	±0	11	20	17	27	25	±17	102.4	±36.5	
O4 – O6	100	±1	NR	NR	10	17	NR	±10	93.2	±55.1	
COAST GUARD	100	±1	26	27	16	26	5	±3	46.7	±3.3	
White	100	±1	24	27	17	27	5	±4	47.8	±4.2	
Black	99	±1	34	30	12	19	4	±4	36.3	±3.7	
Hispanic	99	±1	29	25	15	26	5	±4	45.3	±5.2	
Other Race/Ethnicity	100	±1	33	24	13	23	7	±7	46.2	±9.3	
Enlisted	100	±1	30	25	14	25	6	±3	45.5	±3.9	
Officers	100	±0	9	33	24	31	4	±4	51.8	±4.4	
Male	100	±1	24	27	17	27	6	±3	48.0	±3.7	
Female	100	±1	36	27	11	21	4	±3	38.2	±3.9	
Not Deployed Past 12 Months	100	±1	30	31	18	19	2	±3	31.8	±2.9	
Deployed Past 12 Months	100	±1	10	11	10	52	17	±6	99.9	±8.3	

NR: Not reportable

**18. Have you been deployed longer than 30 consecutive days since September 11, 2001?**



















































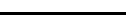

1. Yes, in the past 12 months

2. Yes, but not in the past 12 months

3. No

	Percent Responding		Percentages			Max ME	Percentage Deployed		
			1	2	3				
<b>TOTAL DOD</b>	100	±1	38	33	29	±2	71.0	±2.0	
Army	100	±1	45	31	24	±3	76.0	±2.0	
Navy	100	±1	39	37	24	±3	76.0	±2.0	
Marine Corps	100	±1	36	30	34	±4	66.0	±4.0	
Air Force	100	±1	26	34	40	±2	60.0	±2.0	
Enlisted	100	±1	39	32	30	±2	70.0	±2.0	
E1 – E4	100	±1	38	14	48	±3	52.0	±3.0	
E5 – E9	100	±1	39	47	14	±2	86.0	±2.0	
Officers	100	±1	34	38	28	±3	72.0	±3.0	
O1 – O3	100	±1	35	29	35	±4	65.0	±4.0	
O4 – O6	100	±1	31	48	21	±4	79.0	±3.0	
Male	100	±1	40	33	27	±2	73.0	±2.0	
Female	100	±1	25	31	43	±3	57.0	±3.0	
Not Deployed Past 12 Months	100	±0	0	53	47	±2	53.0	±2.0	
Deployed Past 12 Months	100	±0	100	0	0	±0	100.0	±0.0	
<b>WHITE</b>	100	±1	39	32	29	±2	71.0	±2.0	
Army	100	±1	47	30	23	±3	77.0	±3.0	
Navy	100	±1	40	36	24	±4	76.0	±3.0	
Marine Corps	100	±0	38	29	33	±6	67.0	±6.0	
Air Force	100	±1	26	35	40	±3	60.0	±3.0	
Enlisted	100	±1	40	31	29	±2	71.0	±2.0	
E1 – E4	100	±1	38	13	48	±4	52.0	±4.0	
E5 – E9	100	±1	41	47	12	±3	88.0	±2.0	
Officers	100	±1	34	38	28	±3	72.0	±3.0	
O1 – O3	100	±1	35	28	36	±5	64.0	±5.0	
O4 – O6	100	±1	31	48	22	±5	78.0	±4.0	
<b>BLACK</b>	100	±1	36	36	29	±3	71.0	±3.0	
Army	100	±1	42	32	25	±5	75.0	±4.0	
Navy	100	±1	35	42	23	±4	77.0	±4.0	
Marine Corps	100	±0	31	35	34	±5	66.0	±5.0	
Air Force	100	±1	24	36	41	±4	59.0	±4.0	
Enlisted	100	±1	36	35	29	±3	71.0	±3.0	
E1 – E4	100	±1	36	15	48	±5	52.0	±5.0	
E5 – E9	100	±1	35	47	17	±3	83.0	±3.0	
Officers	100	±1	36	38	26	±4	74.0	±4.0	
O1 – O3	100	±0	37	32	31	±5	69.0	±5.0	
O4 – O6	100	±1	32	46	23	±6	77.0	±4.0	
<b>HISPANIC</b>	100	±0	39	32	29	±3	71.0	±3.0	
Army	100	±0	45	30	25	±5	75.0	±4.0	
Navy	100	±0	38	40	21	±5	79.0	±5.0	
Marine Corps	100	±0	36	30	34	±7	66.0	±7.0	
Air Force	100	±0	28	29	43	±6	57.0	±6.0	
Enlisted	100	±0	39	32	30	±3	70.0	±3.0	
E1 – E4	100	±0	39	15	46	±5	54.0	±5.0	
E5 – E9	100	±0	38	46	15	±3	85.0	±3.0	

Note. Percent responding are active duty members who answered the question.

18. Continued	Percent Responding		Percentages			Max ME	Percentage Deployed		
			1	2	3				
Officers	100	±0	37	39	24	±6	76.0	±6.0	
O1 – O3	100	±0	41	31	28	±8	72.0	±7.0	
O4 – O6	100	±0	34	47	19	±8	81.0	±6.0	
AIAN	100	±1	37	36	27	±9	73.0	±8.0	
Army	100	±0	42	29	29	±14	71.0	±14.0	
Navy	100	±1	36	46	17	±12	83.0	±8.0	
Marine Corps	100	±1	NR	NR	25	±16	75.0	±16.0	
Air Force	100	±1	16	NR	NR	±8	NR		
Enlisted	100	±1	36	33	31	±9	69.0	±9.0	
E1 – E4	100	±1	31	20	49	±16	51.0	±14.0	
E5 – E9	100	±1	41	47	12	±10	88.0	±9.0	
Officers	100	±1	NR	NR	6	±5	94.0	±5.0	
O1 – O3	100	±0	NR	NR	14	±13	86.0	±13.0	
O4 – O6	100	±1	NR	NR	3	±5	97.0	±5.0	
ASIAN	100	±1	37	31	31	±4	69.0	±3.0	
Army	100	±0	44	26	30	±7	70.0	±6.0	
Navy	100	±1	41	37	22	±5	78.0	±5.0	
Marine Corps	100	±0	29	31	41	±13	59.0	±13.0	
Air Force	100	±1	25	30	45	±6	55.0	±6.0	
Enlisted	100	±1	39	30	31	±4	69.0	±4.0	
E1 – E4	100	±1	38	11	51	±7	49.0	±6.0	
E5 – E9	100	±1	39	44	16	±5	84.0	±4.0	
Officers	100	±1	30	38	33	±8	67.0	±6.0	
O1 – O3	100	±1	30	31	39	±11	61.0	±9.0	
O4 – O6	100	±0	25	53	22	±11	78.0	±6.0	
NHPI	100	±0	37	38	25	±10	75.0	±8.0	
Army	100	±0	42	44	14	±15	86.0	±10.0	
Navy	100	±0	40	33	27	±17	73.0	±17.0	
Marine Corps	100	±0	27	23	51	±12	49.0	±12.0	
Air Force	100	±0	20	30	51	±11	49.0	±11.0	
Enlisted	100	±0	38	36	26	±11	74.0	±8.0	
Officers	100	±0	NR	NR	13	±14	87.0	±14.0	
TWO OR MORE RACES	100	±1	37	29	34	±6	66.0	±6.0	
Army	100	±1	40	32	29	±13	71.0	±13.0	
Navy	100	±1	46	29	25	±9	75.0	±8.0	
Marine Corps	100	±0	NR	20	NR	±13	NR		
Air Force	100	±0	26	31	43	±9	57.0	±9.0	
Enlisted	100	±1	37	27	35	±7	65.0	±7.0	
E1 – E4	100	±1	34	11	55	±11	45.0	±10.0	
E5 – E9	100	±0	41	46	13	±8	87.0	±6.0	
Officers	100	±1	33	42	25	±13	75.0	±12.0	
O1 – O3	100	±1	34	33	32	±15	68.0	±15.0	
O4 – O6	100	±0	NR	NR	8	±6	92.0	±6.0	
COAST GUARD	100	±1	22	36	43	±3	57.0	±3.0	
White	100	±1	22	37	41	±4	59.0	±4.0	
Black	100	±0	19	31	50	±4	50.0	±4.0	
Hispanic	100	±1	19	33	48	±5	52.0	±5.0	
Other Race/Ethnicity	100	±0	23	31	46	±6	54.0	±6.0	
Enlisted	100	±1	22	35	44	±3	56.0	±3.0	
Officers	100	±1	22	39	39	±4	61.0	±4.0	
Male	100	±1	23	37	40	±3	60.0	±3.0	
Female	100	±1	16	26	59	±3	41.0	±3.0	
Not Deployed Past 12 Months	100	±0	0	46	54	±3	46.0	±3.0	
Deployed Past 12 Months	100	±0	100	0	0	±0	100.0	±0.0	

NR: Not reportable

**19. In the past 12 months, have you been deployed for any of the following operations?**

- a. Operation Noble Eagle (airport security)  
d. Other

- b. Operation Enduring Freedom (Afghanistan)

- c. Operation Iraqi Freedom

	Percent Responding		Percentages				Max ME
			a	b	c	d	
<b>TOTAL DOD</b>	98	±1	0	8	26	12	±2
Army	99	±1	0	7	36	6	±3
Navy	96	±1	1	10	17	24	±2
Marine Corps	98	±1	0	3	25	12	±4
Air Force	99	±1	1	11	17	8	±2
Enlisted	98	±1	0	8	26	12	±2
E1 – E4	98	±1	0	6	25	10	±3
E5 – E9	98	±1	0	10	27	13	±2
Officers	99	±1	1	10	22	11	±3
O1 – O3	99	±1	0	11	23	12	±4
O4 – O6	98	±1	1	8	20	9	±4
Male	98	±1	1	9	27	12	±2
Female	98	±1	0	6	16	7	±3
Not Deployed Past 12 Months	100	±0	0	0	0	0	±0
Deployed Past 12 Months	95	±1	1	23	70	32	±2
<b>WHITE</b>	98	±1	0	8	26	12	±2
Army	98	±1	0	7	37	7	±3
Navy	96	±2	1	11	17	24	±3
Marine Corps	98	±2	0	3	27	12	±5
Air Force	99	±1	1	12	18	8	±3
Enlisted	98	±1	0	8	27	12	±2
E1 – E4	98	±1	0	6	26	10	±3
E5 – E9	98	±1	1	10	28	14	±3
Officers	99	±1	1	10	22	12	±3
O1 – O3	99	±1	0	12	22	12	±5
O4 – O6	98	±2	1	8	20	10	±4
<b>BLACK</b>	98	±1	0	8	24	10	±3
Army	98	±2	0	9	33	5	±5
Navy	97	±2	1	8	16	21	±4
Marine Corps	98	±1	0	4	20	10	±4
Air Force	99	±1	1	8	16	8	±3
Enlisted	98	±1	0	8	24	10	±3
E1 – E4	98	±2	0	6	24	8	±5
E5 – E9	99	±1	0	9	24	11	±3
Officers	99	±1	1	9	26	8	±4
O1 – O3	99	±1	1	9	25	10	±5
O4 – O6	98	±1	0	8	22	5	±7
<b>HISPANIC</b>	99	±1	0	8	25	12	±3
Army	99	±1	0	8	35	6	±5
Navy	97	±2	0	10	16	24	±5
Marine Corps	99	±1	1	3	25	12	±6
Air Force	99	±2	0	11	15	10	±4
Enlisted	99	±1	0	8	26	12	±3
E1 – E4	99	±1	1	7	25	11	±5
E5 – E9	98	±1	0	9	27	12	±3

Note. Percent responding are active duty members who answered the question and indicated that they were deployed longer than 30 consecutive days in the past 12 months (Q18).

19. Continued	Percent Responding		Percentages				Max ME
			a	b	c	d	
Officers	99	±1	0	10	21	13	±5
O1 – O3	98	±2	0	10	23	17	±8
O4 – O6	99	±1	0	9	23	10	±8
AIAN	99	±1	0	9	27	10	±9
Army	100	±1	0	NR	30	5	±12
Navy	97	±3	0	14	24	25	±14
Marine Corps	99	±2	0	3	NR	7	±6
Air Force	99	±1	1	7	12	5	±6
Enlisted	99	±1	0	6	29	10	±10
E1 – E4	100	±1	0	3	26	5	±18
E5 – E9	98	±2	0	10	31	16	±11
Officers	100	±1	1	NR	NR	6	±5
O1 – O3	100	±1	1	7	NR	8	±8
O4 – O6	100	±1	0	NR	5	4	±7
ASIAN	98	±1	1	8	25	13	±4
Army	99	±1	0	6	37	4	±7
Navy	97	±2	1	10	20	24	±6
Marine Corps	99	±1	0	3	20	9	±8
Air Force	99	±1	1	8	17	8	±5
Enlisted	98	±1	1	8	26	14	±4
E1 – E4	98	±2	0	7	24	13	±7
E5 – E9	98	±1	1	9	27	15	±5
Officers	99	±1	1	7	20	8	±6
O1 – O3	99	±1	1	7	20	8	±9
O4 – O6	99	±1	0	7	18	7	±11
NHPI	100	±1	0	7	31	10	±9
Army	100	±0	NR	NR	39	6	±15
Navy	99	±2	0	11	26	25	±15
Marine Corps	100	±1	0	2	17	9	±8
Air Force	100	±1	0	7	13	7	±5
Enlisted	100	±1	0	7	32	10	±10
Officers	100	±0	NR	5	12	6	±16
TWO OR MORE RACES	98	±2	1	9	25	15	±6
Army	100	±1	2	7	33	9	±12
Navy	93	±6	1	8	21	28	±10
Marine Corps	99	±2	0	NR	18	14	±16
Air Force	100	±1	0	12	22	10	±9
Enlisted	98	±2	1	9	25	15	±7
E1 – E4	98	±3	2	8	20	14	±10
E5 – E9	97	±3	0	9	31	17	±9
Officers	100	±1	NR	10	25	13	±12
O1 – O3	100	±1	0	9	26	9	±15
O4 – O6	100	±1	NR	NR	NR	NR	
COAST GUARD	94	±2	0	0	2	15	±3
White	94	±2	1	1	2	16	±3
Black	94	±2	0	0	1	13	±3
Hispanic	95	±2	0	0	1	14	±4
Other Race/Ethnicity	95	±2	0	1	2	18	±6
Enlisted	94	±2	1	1	2	15	±3
Officers	93	±3	0	0	1	16	±4
Male	94	±2	0	1	2	16	±3
Female	95	±2	0	0	1	11	±2
Not Deployed Past 12 Months	100	±0	0	0	0	0	±0
Deployed Past 12 Months	73	±6	3	3	11	92	±6














































NR: Not reportable

**20. Have you ever been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?**



















































1. Yes, in the past 12 months

2. Yes, but not in the past 12 months

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
<b>TOTAL DOD</b>	71	±2	42	44	14	±2	86.0	±1.0	
Army	76	±2	52	41	7	±3	93.0	±2.0	
Navy	76	±2	31	43	26	±3	74.0	±3.0	
Marine Corps	66	±4	41	45	14	±4	86.0	±4.0	
Air Force	59	±2	36	49	15	±3	85.0	±3.0	
Enlisted	70	±2	42	43	15	±2	85.0	±2.0	
E1 – E4	51	±3	54	25	21	±4	79.0	±3.0	
E5 – E9	86	±1	36	51	12	±2	88.0	±2.0	
Officers	72	±3	42	49	9	±3	91.0	±2.0	
O1 – O3	65	±4	47	41	11	±5	89.0	±3.0	
O4 – O6	79	±3	36	55	9	±5	91.0	±3.0	
Male	73	±2	43	43	13	±2	87.0	±2.0	
Female	57	±3	33	46	20	±4	80.0	±3.0	
Not Deployed Past 12 Months	53	±2	3	83	14	±2	86.0	±2.0	
Deployed Past 12 Months	100	±1	76	10	14	±2	86.0	±2.0	
<b>WHITE</b>	71	±2	43	43	14	±2	86.0	±2.0	
Army	77	±3	53	40	7	±4	93.0	±3.0	
Navy	75	±3	32	41	27	±4	73.0	±4.0	
Marine Corps	67	±5	42	44	14	±6	86.0	±5.0	
Air Force	60	±3	36	49	15	±4	85.0	±3.0	
Enlisted	70	±2	43	41	15	±3	85.0	±2.0	
E1 – E4	51	±4	55	24	21	±5	79.0	±4.0	
E5 – E9	88	±2	37	50	13	±3	87.0	±2.0	
Officers	72	±3	42	49	10	±4	90.0	±3.0	
O1 – O3	63	±5	49	40	11	±6	89.0	±4.0	
O4 – O6	78	±4	35	56	10	±5	90.0	±4.0	
<b>BLACK</b>	71	±3	39	47	14	±3	86.0	±2.0	
Army	75	±4	49	43	8	±5	92.0	±4.0	
Navy	77	±4	29	49	21	±5	79.0	±4.0	
Marine Corps	66	±5	36	49	15	±6	85.0	±4.0	
Air Force	59	±4	31	52	17	±5	83.0	±4.0	
Enlisted	71	±3	39	47	14	±3	86.0	±3.0	
E1 – E4	51	±5	52	26	23	±7	77.0	±6.0	
E5 – E9	83	±2	35	54	11	±4	89.0	±2.0	
Officers	74	±4	41	49	10	±5	90.0	±3.0	
O1 – O3	69	±5	41	45	14	±6	86.0	±6.0	
O4 – O6	77	±4	38	54	8	±7	92.0	±3.0	
<b>HISPANIC</b>	71	±3	42	44	14	±3	86.0	±2.0	
Army	75	±4	54	40	5	±5	95.0	±3.0	
Navy	78	±5	27	48	25	±6	75.0	±5.0	
Marine Corps	66	±7	39	48	13	±7	87.0	±6.0	
Air Force	57	±6	38	42	20	±7	80.0	±7.0	
Enlisted	70	±3	43	43	14	±4	86.0	±3.0	
E1 – E4	54	±5	55	27	18	±7	82.0	±5.0	
E5 – E9	85	±3	36	52	12	±4	88.0	±3.0	

Note. Percent responding are active duty members who answered the question and were deployed for longer than 30 consecutive days since September 11, 2001 (Q18).

20. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
Officers	76	±5	40	51	9	±7	91.0	±4.0	
O1 – O3	72	±7	42	44	14	±9	86.0	±8.0	
O4 – O6	81	±6	42	53	6	±9	94.0	±3.0	
AIAN	73	±7	46	40	13	±11	87.0	±9.0	
Army	71	±13	57	31	NR	±16	NR		
Navy	82	±7	38	40	22	±15	78.0	±10.0	
Marine Corps	75	±14	NR	NR	9	±9	91.0	±9.0	
Air Force	59	±17	24	68	8	±17	92.0	±6.0	
Enlisted	69	±8	44	41	16	±12	84.0	±11.0	
E1 – E4	51	±15	NR	NR	NR		NR		
E5 – E9	88	±7	39	51	9	±11	91.0	±4.0	
Officers	93	±4	NR	NR	3	±3	97.0	±3.0	
O1 – O3	86	±10	NR	NR	5	±7	95.0	±7.0	
O4 – O6	97	±3	NR	NR	2	±3	98.0	±3.0	
ASIAN	69	±3	42	44	14	±4	86.0	±3.0	
Army	70	±5	58	38	4	±8	96.0	±4.0	
Navy	77	±5	34	45	21	±6	79.0	±5.0	
Marine Corps	59	±13	37	48	15	±13	85.0	±6.0	
Air Force	55	±6	38	48	14	±8	86.0	±4.0	
Enlisted	69	±4	43	42	15	±5	85.0	±3.0	
E1 – E4	49	±6	60	21	18	±9	82.0	±6.0	
E5 – E9	84	±4	36	50	14	±5	86.0	±4.0	
Officers	67	±6	38	52	10	±9	90.0	±6.0	
O1 – O3	60	±9	43	45	11	±14	89.0	±10.0	
O4 – O6	78	±6	28	65	7	±13	93.0	±4.0	
NHPI	75	±7	41	52	7	±11	93.0	±3.0	
Army	86	±8	43	54	3	±16	97.0	±5.0	
Navy	73	±15	41	42	16	±14	84.0	±9.0	
Marine Corps	49	±12	37	51	12	±10	88.0	±9.0	
Air Force	49	±12	30	56	14	±6	86.0	±4.0	
Enlisted	74	±7	42	51	7	±12	93.0	±4.0	
Officers	87	±11	NR	NR	1	±3	99.0	±3.0	
TWO OR MORE RACES	66	±6	39	43	18	±7	82.0	±7.0	
Army	71	±12	44	49	NR	±14	NR		
Navy	75	±7	27	37	36	±12	64.0	±12.0	
Marine Corps	49	±19	NR	31	NR	±17	NR		
Air Force	57	±9	40	47	13	±12	87.0	±9.0	
Enlisted	64	±7	38	42	20	±8	80.0	±8.0	
E1 – E4	45	±10	43	27	30	±17	70.0	±16.0	
E5 – E9	87	±5	36	51	14	±9	86.0	±7.0	
Officers	75	±10	41	52	7	±14	93.0	±8.0	
O1 – O3	68	±14	NR	NR	8	±12	92.0	±12.0	
O4 – O6	92	±5	NR	NR	5	±6	95.0	±6.0	
COAST GUARD	57	±3	6	20	74	±4	26.0	±4.0	
White	59	±4	6	20	74	±5	26.0	±5.0	
Black	50	±4	5	30	66	±5	34.0	±5.0	
Hispanic	52	±5	6	22	72	±5	28.0	±5.0	
Other Race/Ethnicity	54	±6	6	15	79	±7	21.0	±7.0	
Enlisted	56	±3	6	20	74	±4	26.0	±4.0	
Officers	61	±4	6	19	75	±6	25.0	±6.0	
Male	59	±3	6	21	73	±4	27.0	±4.0	
Female	41	±3	8	13	78	±4	22.0	±4.0	
Not Deployed Past 12 Months	46	±3	1	25	74	±5	26.0	±5.0	
Deployed Past 12 Months	99	±2	14	12	74	±6	26.0	±6.0	

NR: Not reportable






















































**21. How much do you agree or disagree with the following statements about your workplace?****a. I know what is expected of me at work.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	1	4	5	41	49	±2	4.3	±0.1	
Army	100	±1	1	5	5	43	47	±3	4.3	±0.1	
Navy	100	±1	1	2	6	43	48	±3	4.3	±0.1	
Marine Corps	99	±1	1	2	5	36	56	±4	4.4	±0.1	
Air Force	100	±1	1	4	5	39	51	±3	4.4	±0.1	
Enlisted	100	±1	1	3	5	40	51	±2	4.4	±0.1	
E1 – E4	100	±1	1	3	6	39	50	±3	4.3	±0.1	
E5 – E9	100	±1	1	4	5	40	51	±2	4.4	±0.1	
Officers	100	±1	1	4	4	48	43	±3	4.3	±0.1	
O1 – O3	100	±1	1	5	5	52	38	±4	4.2	±0.1	
O4 – O6	100	±1	1	4	4	42	49	±4	4.3	±0.1	
Male	100	±1	1	3	5	41	49	±2	4.3	±0.1	
Female	100	±1	1	4	5	41	50	±3	4.3	±0.1	
Not Deployed Past 12 Months	100	±1	1	3	5	40	51	±2	4.4	±0.1	
Deployed Past 12 Months	100	±1	1	4	6	42	47	±2	4.3	±0.1	
<b>WHITE</b>	100	±1	1	4	5	42	48	±2	4.3	±0.1	
Army	100	±1	1	5	5	45	44	±3	4.3	±0.1	
Navy	100	±1	1	2	6	45	46	±4	4.3	±0.1	
Marine Corps	99	±1	1	3	5	37	54	±5	4.4	±0.1	
Air Force	100	±1	1	4	5	40	50	±3	4.3	±0.1	
Enlisted	100	±1	1	4	5	41	49	±2	4.3	±0.1	
E1 – E4	100	±1	1	4	7	40	49	±4	4.3	±0.1	
E5 – E9	100	±1	1	4	4	42	49	±3	4.3	±0.1	
Officers	100	±1	1	5	4	48	42	±4	4.3	±0.1	
O1 – O3	100	±1	1	5	4	53	37	±5	4.2	±0.1	
O4 – O6	100	±1	1	5	4	42	49	±5	4.3	±0.1	
<b>BLACK</b>	99	±1	1	3	6	37	53	±3	4.4	±0.1	
Army	99	±1	1	4	7	37	52	±5	4.3	±0.1	
Navy	99	±1	1	2	5	40	53	±4	4.4	±0.1	
Marine Corps	100	±1	0	2	7	33	58	±6	4.5	±0.1	
Air Force	100	±1	0	3	6	37	54	±4	4.4	±0.1	
Enlisted	99	±1	0	3	6	37	54	±3	4.4	±0.1	
E1 – E4	99	±1	0	2	7	40	51	±5	4.4	±0.1	
E5 – E9	99	±1	1	4	6	35	55	±3	4.4	±0.1	
Officers	100	±1	1	4	6	42	46	±4	4.3	±0.1	
O1 – O3	100	±1	1	5	9	44	42	±5	4.2	±0.1	
O4 – O6	100	±1	0	4	4	43	48	±6	4.3	±0.1	
<b>HISPANIC</b>	100	±1	2	3	5	38	54	±3	4.4	±0.1	
Army	100	±1	2	3	6	38	52	±5	4.3	±0.1	
Navy	100	±1	2	3	6	38	52	±5	4.3	±0.1	
Marine Corps	100	±0	1	1	2	36	59	±7	4.5	±0.1	
Air Force	100	±1	1	3	3	38	55	±6	4.4	±0.1	
Enlisted	100	±1	2	2	5	37	54	±3	4.4	±0.1	
E1 – E4	100	±1	2	2	5	37	53	±5	4.4	±0.1	
E5 – E9	100	±1	1	3	4	37	55	±4	4.4	±0.1	

Note. Percent responding are active duty members who answered the question. Questions 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	4	5	40	50	±6	4.4	±0.1	
O1 – O3	100	±0	1	4	6	45	45	±8	4.3	±0.2	
O4 – O6	99	±1	0	3	4	35	57	±7	4.5	±0.1	
AIAN	100	±1	0	4	4	44	47	±9	4.3	±0.2	
Army	100	±1	0	6	4	41	49	±14	4.3	±0.3	
Navy	100	±1	1	4	5	50	41	±12	4.3	±0.2	
Marine Corps	100	±0	0	1	4	NR	NR	±4	4.4	±0.2	
Air Force	100	±0	1	3	3	33	60	±16	4.5	±0.2	
Enlisted	100	±1	0	4	5	42	49	±9	4.4	±0.2	
E1 – E4	100	±0	0	5	6	42	48	±15	4.3	±0.3	
E5 – E9	100	±1	1	3	3	42	51	±10	4.4	±0.2	
Officers	100	±0	0	2	2	NR	NR	±2	4.3	±0.3	
O1 – O3	100	±0	0	2	3	NR	NR	±4	4.2	±0.2	
O4 – O6	100	±0	1	2	1	NR	NR	±3	NR		
ASIAN	100	±1	1	2	5	44	48	±4	4.4	±0.1	
Army	100	±1	0	3	6	49	43	±7	4.3	±0.1	
Navy	100	±1	1	1	5	43	50	±5	4.4	±0.1	
Marine Corps	100	±1	0	1	4	39	55	±12	4.5	±0.2	
Air Force	100	±1	1	4	6	42	48	±6	4.3	±0.1	
Enlisted	100	±1	1	2	5	43	49	±4	4.4	±0.1	
E1 – E4	99	±1	1	2	7	48	43	±7	4.3	±0.1	
E5 – E9	100	±1	0	2	4	40	53	±5	4.4	±0.1	
Officers	100	±1	1	2	4	49	44	±7	4.3	±0.1	
O1 – O3	100	±1	1	2	4	54	40	±9	4.3	±0.1	
O4 – O6	100	±1	1	3	5	39	52	±11	4.4	±0.2	
NHPI	99	±1	1	3	5	41	50	±10	4.4	±0.2	
Army	99	±1	NR	NR	6	45	46	±15	4.3	±0.3	
Navy	100	±0	NR	4	4	34	52	±13	4.2	±0.4	
Marine Corps	99	±2	0	0	2	24	73	±10	4.7	±0.1	
Air Force	100	±1	0	1	2	43	54	±13	4.5	±0.2	
Enlisted	99	±1	1	3	5	41	50	±10	4.4	±0.2	
Officers	100	±0	NR	1	3	NR	NR	±5	NR		
TWO OR MORE RACES	100	±1	2	3	5	41	49	±6	4.3	±0.2	
Army	100	±1	1	3	1	47	48	±12	4.4	±0.2	
Navy	100	±0	1	4	6	45	43	±9	4.2	±0.2	
Marine Corps	100	±1	NR	1	2	NR	NR	±2	NR		
Air Force	100	±1	1	1	8	35	54	±9	4.4	±0.2	
Enlisted	100	±1	2	3	5	39	51	±7	4.4	±0.2	
E1 – E4	100	±1	3	2	4	35	55	±10	4.4	±0.2	
E5 – E9	100	±1	1	4	6	44	46	±8	4.3	±0.2	
Officers	100	±1	3	3	2	55	37	±13	4.2	±0.2	
O1 – O3	100	±1	0	3	2	62	32	±15	4.2	±0.2	
O4 – O6	100	±1	NR	2	3	NR	NR	±5	4.0	±0.6	
COAST GUARD	100	±1	0	2	5	50	43	±3	4.3	±0.1	
White	100	±0	0	2	4	51	42	±4	4.3	±0.1	
Black	100	±1	1	4	6	44	46	±4	4.3	±0.1	
Hispanic	100	±0	1	4	6	42	47	±5	4.3	±0.1	
Other Race/Ethnicity	100	±0	0	3	8	48	40	±6	4.3	±0.1	
Enlisted	100	±1	0	2	5	49	43	±4	4.3	±0.1	
Officers	100	±1	0	4	5	51	40	±4	4.3	±0.1	
Male	100	±1	0	2	5	50	43	±3	4.3	±0.1	
Female	100	±1	1	3	7	46	43	±3	4.3	±0.1	
Not Deployed Past 12 Months	100	±1	0	2	5	49	44	±3	4.3	±0.1	
Deployed Past 12 Months	100	±1	1	3	5	53	39	±6	4.3	±0.1	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****b. I have the materials and equipment I need to do my work right.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	4	13	13	43	27	±2	3.8	±0.1	
Army	99	±1	4	15	14	42	24	±3	3.7	±0.1	
Navy	99	±1	4	15	13	44	24	±3	3.7	±0.1	
Marine Corps	99	±1	4	11	14	41	30	±4	3.8	±0.1	
Air Force	99	±1	2	10	10	47	31	±3	3.9	±0.1	
Enlisted	99	±1	4	14	14	42	26	±2	3.7	±0.1	
E1 – E4	100	±1	5	13	15	40	27	±3	3.7	±0.1	
E5 – E9	99	±1	3	14	12	44	26	±2	3.8	±0.1	
Officers	99	±1	3	12	10	48	27	±3	3.9	±0.1	
O1 – O3	100	±1	2	14	11	52	22	±4	3.8	±0.1	
O4 – O6	99	±1	3	9	9	45	34	±4	4.0	±0.1	
Male	99	±1	4	14	13	43	26	±2	3.7	±0.1	
Female	99	±1	3	12	11	45	29	±3	3.9	±0.1	
Not Deployed Past 12 Months	99	±1	3	11	13	44	29	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	5	17	14	42	22	±2	3.6	±0.1	
<b>WHITE</b>	99	±1	4	15	13	44	24	±2	3.7	±0.1	
Army	99	±1	4	17	14	43	22	±3	3.6	±0.1	
Navy	99	±1	4	17	14	43	21	±4	3.6	±0.1	
Marine Corps	100	±1	4	13	15	39	29	±5	3.8	±0.2	
Air Force	99	±1	2	11	11	47	28	±3	3.9	±0.1	
Enlisted	99	±1	4	15	14	43	24	±2	3.7	±0.1	
E1 – E4	100	±1	5	15	15	41	24	±4	3.6	±0.1	
E5 – E9	99	±1	3	15	13	45	24	±3	3.7	±0.1	
Officers	99	±1	3	14	10	48	26	±4	3.8	±0.1	
O1 – O3	100	±1	2	15	10	51	21	±5	3.7	±0.1	
O4 – O6	99	±1	3	9	9	46	33	±5	4.0	±0.1	
<b>BLACK</b>	99	±1	3	10	12	41	34	±3	3.9	±0.1	
Army	99	±1	3	12	14	37	34	±5	3.9	±0.1	
Navy	100	±1	3	11	12	45	30	±4	3.9	±0.1	
Marine Corps	98	±3	1	10	12	41	36	±5	4.0	±0.1	
Air Force	99	±1	3	7	7	46	37	±4	4.1	±0.1	
Enlisted	99	±1	3	11	12	41	34	±3	3.9	±0.1	
E1 – E4	100	±1	3	10	14	37	35	±5	3.9	±0.2	
E5 – E9	99	±1	3	11	11	43	33	±3	3.9	±0.1	
Officers	99	±1	2	8	10	45	34	±4	4.0	±0.1	
O1 – O3	98	±2	2	11	10	48	30	±5	3.9	±0.2	
O4 – O6	99	±1	1	6	7	47	39	±6	4.2	±0.1	
<b>HISPANIC</b>	99	±1	4	12	12	42	30	±3	3.8	±0.1	
Army	100	±1	5	14	14	41	26	±5	3.7	±0.1	
Navy	99	±1	3	17	12	41	27	±5	3.7	±0.2	
Marine Corps	99	±3	3	7	12	43	34	±7	4.0	±0.2	
Air Force	100	±1	3	8	9	44	36	±6	4.0	±0.2	
Enlisted	99	±1	4	12	12	42	30	±3	3.8	±0.1	
E1 – E4	100	±1	4	12	14	40	31	±5	3.8	±0.1	
E5 – E9	99	±1	4	13	11	43	29	±3	3.8	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	2	9	11	49	30	±6	3.9	±0.2	
O1 – O3	100	±1	4	7	13	51	25	±8	3.9	±0.2	
O4 – O6	99	±1	2	8	8	43	39	±9	4.1	±0.2	
AIAN	100	±1	7	10	16	44	22	±11	3.6	±0.2	
Army	100	±1	8	9	15	47	21	±15	3.6	±0.3	
Navy	100	±0	6	19	10	48	17	±13	3.5	±0.3	
Marine Corps	100	±1	6	6	NR	NR	19	±13	3.6	±0.4	
Air Force	99	±2	NR	8	7	34	NR	±17	3.8	±0.6	
Enlisted	100	±1	8	11	17	43	21	±12	3.6	±0.2	
E1 – E4	100	±1	6	8	NR	45	17	±14	3.6	±0.3	
E5 – E9	100	±1	10	14	11	40	25	±11	3.6	±0.3	
Officers	100	±0	NR	5	4	NR	NR	±4	4.0	±0.4	
O1 – O3	100	±0	1	7	6	NR	14	±14	3.9	±0.2	
O4 – O6	100	±0	NR	4	3	NR	NR	±6	4.0	±0.6	
ASIAN	99	±1	2	9	15	50	24	±4	3.8	±0.1	
Army	99	±1	3	12	18	49	18	±8	3.7	±0.2	
Navy	99	±1	3	8	15	49	26	±5	3.9	±0.1	
Marine Corps	100	±1	3	5	11	52	29	±12	4.0	±0.2	
Air Force	100	±1	2	9	12	51	26	±6	3.9	±0.2	
Enlisted	99	±1	2	10	15	49	23	±4	3.8	±0.1	
E1 – E4	100	±1	2	9	17	48	23	±7	3.8	±0.1	
E5 – E9	99	±1	3	10	13	50	24	±5	3.8	±0.1	
Officers	99	±1	2	6	14	52	26	±7	3.9	±0.1	
O1 – O3	99	±1	2	6	15	58	20	±9	3.9	±0.2	
O4 – O6	99	±1	2	7	9	44	37	±13	4.1	±0.2	
NHPI	100	±1	4	9	21	43	23	±10	3.7	±0.2	
Army	100	±0	NR	8	29	44	15	±16	3.6	±0.3	
Navy	100	±1	NR	13	12	41	29	±17	3.7	±0.4	
Marine Corps	99	±1	2	8	6	32	53	±12	4.3	±0.3	
Air Force	99	±1	1	7	11	51	30	±12	4.0	±0.1	
Enlisted	100	±1	5	9	22	42	23	±11	3.7	±0.2	
Officers	100	±1	1	3	8	NR	14	±15	4.0	±0.2	
TWO OR MORE RACES	100	±1	6	12	15	42	25	±6	3.7	±0.2	
Army	100	±1	7	16	15	43	18	±13	3.5	±0.4	
Navy	100	±1	10	13	14	40	23	±10	3.5	±0.3	
Marine Corps	100	±1	1	4	NR	NR	24	±16	3.9	±0.3	
Air Force	100	±1	4	10	10	39	37	±10	4.0	±0.2	
Enlisted	100	±1	7	12	15	40	26	±7	3.7	±0.2	
E1 – E4	100	±0	9	10	15	37	28	±10	3.7	±0.3	
E5 – E9	99	±1	4	14	16	44	23	±8	3.7	±0.2	
Officers	100	±1	4	14	10	51	21	±12	3.7	±0.3	
O1 – O3	100	±1	1	12	12	55	19	±15	3.8	±0.3	
O4 – O6	100	±1	NR	NR	3	NR	NR	±3	3.4	±0.7	
COAST GUARD	99	±1	3	12	14	51	20	±3	3.7	±0.1	
White	99	±1	3	13	14	52	19	±4	3.7	±0.1	
Black	99	±1	1	10	10	51	27	±4	3.9	±0.1	
Hispanic	100	±1	3	10	15	48	25	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	3	11	15	50	21	±6	3.7	±0.2	
Enlisted	99	±1	3	12	14	50	20	±4	3.7	±0.1	
Officers	99	±2	2	12	11	54	21	±4	3.8	±0.1	
Male	99	±1	3	12	14	51	20	±3	3.7	±0.1	
Female	99	±1	2	12	13	48	25	±3	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	2	11	13	52	22	±3	3.8	±0.1	
Deployed Past 12 Months	99	±2	6	16	15	48	15	±6	3.5	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****c. At work, I have the opportunity to do what I do best every day.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	6	13	18	36	27	±2	3.6	±0.1	
Army	99	±1	8	15	18	35	24	±3	3.5	±0.1	
Navy	99	±1	6	14	18	37	26	±3	3.6	±0.1	
Marine Corps	99	±1	5	11	19	36	28	±4	3.7	±0.1	
Air Force	99	±1	4	11	17	38	31	±3	3.8	±0.1	
Enlisted	99	±1	6	14	18	35	26	±2	3.6	±0.1	
E1 – E4	99	±1	8	15	20	33	24	±3	3.5	±0.1	
E5 – E9	99	±1	5	13	17	38	28	±2	3.7	±0.1	
Officers	99	±1	4	12	16	40	28	±3	3.8	±0.1	
O1 – O3	99	±1	5	14	17	40	24	±4	3.6	±0.1	
O4 – O6	99	±1	3	10	14	40	34	±4	3.9	±0.1	
Male	99	±1	6	13	18	36	26	±2	3.6	±0.1	
Female	99	±1	6	13	16	36	28	±3	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	5	12	17	37	29	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	7	16	20	35	22	±2	3.5	±0.1	
<b>WHITE</b>	99	±1	6	14	18	36	25	±2	3.6	±0.1	
Army	99	±1	8	16	19	35	22	±3	3.5	±0.1	
Navy	99	±1	6	16	18	36	24	±4	3.6	±0.1	
Marine Corps	99	±2	6	14	19	35	26	±5	3.6	±0.2	
Air Force	99	±1	4	12	17	38	29	±3	3.8	±0.1	
Enlisted	99	±1	7	15	19	35	24	±2	3.5	±0.1	
E1 – E4	99	±1	8	16	21	32	22	±4	3.4	±0.1	
E5 – E9	99	±1	6	14	17	37	26	±3	3.6	±0.1	
Officers	99	±1	4	12	15	40	27	±4	3.7	±0.1	
O1 – O3	99	±1	6	14	17	41	23	±5	3.6	±0.2	
O4 – O6	99	±1	3	10	13	40	34	±5	3.9	±0.1	
<b>BLACK</b>	98	±1	5	13	16	35	31	±3	3.7	±0.1	
Army	98	±2	7	14	17	32	29	±4	3.6	±0.2	
Navy	99	±1	5	13	15	37	30	±4	3.7	±0.1	
Marine Corps	99	±1	2	8	17	38	34	±6	3.9	±0.1	
Air Force	98	±2	3	10	15	36	35	±4	3.9	±0.1	
Enlisted	98	±1	6	13	17	34	31	±3	3.7	±0.1	
E1 – E4	99	±1	9	14	18	31	28	±5	3.5	±0.2	
E5 – E9	98	±1	4	12	15	36	32	±3	3.8	±0.1	
Officers	98	±3	4	10	14	38	35	±4	3.9	±0.1	
O1 – O3	98	±2	3	12	17	40	28	±5	3.8	±0.1	
O4 – O6	96	±6	2	9	11	41	38	±5	4.0	±0.1	
<b>HISPANIC</b>	100	±1	6	11	18	36	30	±3	3.7	±0.1	
Army	99	±1	8	13	17	35	27	±4	3.6	±0.2	
Navy	99	±1	6	10	21	35	28	±5	3.7	±0.2	
Marine Corps	100	±1	4	6	17	39	34	±7	3.9	±0.2	
Air Force	100	±1	4	10	16	35	35	±6	3.9	±0.2	
Enlisted	100	±1	6	11	18	35	30	±3	3.7	±0.1	
E1 – E4	99	±1	8	11	20	32	28	±5	3.6	±0.2	
E5 – E9	100	±1	5	10	16	38	32	±3	3.8	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±1	2	10	16	43	29	±6	3.9	±0.1	
O1 – O3	99	±1	3	12	17	44	25	±8	3.8	±0.2	
O4 – O6	99	±1	2	7	14	40	37	±8	4.0	±0.2	
AIAN	100	±1	6	17	16	40	21	±10	3.5	±0.3	
Army	99	±1	10	11	18	40	21	±16	3.5	±0.4	
Navy	100	±1	2	27	15	35	20	±15	3.4	±0.3	
Marine Corps	100	±0	2	NR	10	NR	22	±15	NR		
Air Force	99	±1	3	7	NR	NR	21	±9	3.8	±0.2	
Enlisted	100	±1	6	16	14	42	22	±11	3.6	±0.3	
E1 – E4	100	±1	6	NR	11	39	23	±15	3.5	±0.4	
E5 – E9	99	±1	6	12	17	45	20	±10	3.6	±0.3	
Officers	100	±1	2	NR	NR	NR	NR	±2	3.4	±0.5	
O1 – O3	99	±1	2	NR	8	NR	16	±15	NR		
O4 – O6	100	±1	2	NR	NR	NR	NR	±4	NR		
ASIAN	99	±2	3	11	17	42	27	±4	3.8	±0.1	
Army	99	±1	5	18	17	40	20	±8	3.5	±0.2	
Navy	98	±3	3	7	15	43	32	±5	3.9	±0.1	
Marine Corps	100	±1	2	7	20	47	25	±13	3.9	±0.2	
Air Force	99	±1	3	9	19	41	28	±7	3.8	±0.2	
Enlisted	99	±2	4	11	18	42	26	±4	3.8	±0.1	
E1 – E4	99	±1	4	11	19	42	23	±7	3.7	±0.2	
E5 – E9	98	±3	3	10	17	42	28	±5	3.8	±0.1	
Officers	99	±1	1	10	13	43	32	±7	3.9	±0.2	
O1 – O3	99	±1	1	13	15	44	27	±10	3.8	±0.2	
O4 – O6	99	±1	2	5	11	39	42	±12	4.1	±0.2	
NHPI	100	±1	3	12	13	48	24	±10	3.8	±0.2	
Army	100	±1	3	15	15	52	16	±15	3.6	±0.3	
Navy	100	±1	NR	9	10	41	33	±16	3.9	±0.4	
Marine Corps	100	±0	2	4	11	37	47	±13	4.2	±0.3	
Air Force	99	±1	1	7	12	48	32	±12	4.0	±0.1	
Enlisted	100	±1	3	12	12	48	24	±10	3.8	±0.2	
Officers	100	±1	1	2	NR	NR	NR	±4	NR		
TWO OR MORE RACES	100	±1	9	12	18	35	26	±6	3.6	±0.2	
Army	100	±1	14	16	17	32	21	±13	3.3	±0.4	
Navy	99	±1	7	13	19	36	25	±9	3.6	±0.2	
Marine Corps	99	±2	NR	3	NR	NR	NR	±3	3.7	±0.6	
Air Force	100	±1	4	10	18	39	30	±10	3.8	±0.2	
Enlisted	99	±1	9	13	17	35	26	±7	3.6	±0.2	
E1 – E4	100	±1	14	13	13	34	26	±11	3.5	±0.4	
E5 – E9	99	±1	4	13	21	36	26	±8	3.7	±0.2	
Officers	100	±1	8	11	23	34	25	±14	3.6	±0.4	
O1 – O3	100	±1	NR	13	27	28	25	±16	3.5	±0.4	
O4 – O6	100	±0	NR	8	NR	NR	NR	±6	3.6	±0.6	
COAST GUARD	100	±1	3	12	21	42	22	±3	3.7	±0.1	
White	100	±1	3	13	21	43	21	±4	3.7	±0.1	
Black	99	±1	4	9	21	40	25	±4	3.7	±0.1	
Hispanic	99	±1	4	11	23	37	25	±5	3.7	±0.1	
Other Race/Ethnicity	100	±1	3	10	23	40	25	±7	3.7	±0.2	
Enlisted	100	±1	3	12	22	42	22	±4	3.7	±0.1	
Officers	99	±1	3	13	18	44	23	±4	3.7	±0.1	
Male	100	±1	3	12	21	43	22	±3	3.7	±0.1	
Female	99	±1	4	14	23	37	22	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	3	10	22	42	23	±3	3.7	±0.1	
Deployed Past 12 Months	99	±1	4	17	18	42	18	±6	3.5	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****d. In the last seven days, I have received recognition or praise for doing good work.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	13	17	22	30	18	±2	3.2	±0.1	
Army	100	±1	14	17	22	29	18	±2	3.2	±0.1	
Navy	100	±1	13	18	22	30	17	±3	3.2	±0.1	
Marine Corps	100	±1	11	17	24	31	16	±4	3.2	±0.1	
Air Force	100	±1	11	17	22	29	21	±2	3.3	±0.1	
Enlisted	100	±1	14	17	22	29	18	±2	3.2	±0.1	
E1 – E4	100	±1	16	16	21	29	18	±3	3.2	±0.1	
E5 – E9	100	±1	12	18	23	28	19	±2	3.2	±0.1	
Officers	100	±1	8	16	23	34	18	±3	3.4	±0.1	
O1 – O3	100	±1	9	15	23	35	18	±4	3.4	±0.1	
O4 – O6	100	±1	7	17	23	34	19	±4	3.4	±0.1	
Male	100	±1	13	17	23	30	18	±2	3.2	±0.1	
Female	99	±1	15	18	18	28	21	±3	3.2	±0.1	
Not Deployed Past 12 Months	100	±1	12	16	22	30	19	±2	3.3	±0.1	
Deployed Past 12 Months	100	±1	15	18	23	28	16	±2	3.1	±0.1	
<b>WHITE</b>	100	±1	12	17	22	31	18	±2	3.2	±0.1	
Army	100	±1	14	17	21	31	17	±3	3.2	±0.1	
Navy	99	±1	12	18	22	31	17	±4	3.2	±0.1	
Marine Corps	100	±1	13	18	23	31	16	±5	3.2	±0.2	
Air Force	100	±1	10	17	22	30	21	±3	3.3	±0.1	
Enlisted	100	±1	14	18	22	30	18	±2	3.2	±0.1	
E1 – E4	100	±1	16	17	20	31	16	±4	3.2	±0.1	
E5 – E9	100	±1	12	18	23	28	19	±3	3.2	±0.1	
Officers	100	±1	8	16	23	35	19	±3	3.4	±0.1	
O1 – O3	100	±1	9	14	22	36	19	±5	3.4	±0.2	
O4 – O6	100	±0	6	18	22	34	19	±5	3.4	±0.2	
<b>BLACK</b>	100	±1	12	18	22	28	20	±3	3.3	±0.1	
Army	100	±1	13	18	23	27	20	±4	3.2	±0.2	
Navy	99	±1	11	19	21	31	18	±4	3.2	±0.2	
Marine Corps	100	±1	11	13	28	29	20	±5	3.3	±0.2	
Air Force	100	±1	12	20	19	26	23	±4	3.3	±0.2	
Enlisted	100	±1	12	18	22	28	20	±3	3.3	±0.1	
E1 – E4	100	±1	15	18	20	24	22	±5	3.2	±0.2	
E5 – E9	99	±1	11	18	23	30	19	±3	3.3	±0.1	
Officers	100	±1	11	19	24	28	19	±4	3.3	±0.2	
O1 – O3	100	±1	12	16	23	31	18	±5	3.3	±0.2	
O4 – O6	100	±1	8	22	24	27	20	±7	3.3	±0.2	
<b>HISPANIC</b>	100	±1	15	15	23	28	19	±3	3.2	±0.1	
Army	99	±1	17	14	24	26	18	±4	3.2	±0.2	
Navy	100	±1	18	17	22	26	18	±5	3.1	±0.2	
Marine Corps	100	±1	8	16	25	33	17	±7	3.4	±0.2	
Air Force	100	±1	15	13	22	27	23	±6	3.3	±0.2	
Enlisted	100	±1	15	15	23	27	19	±3	3.2	±0.1	
E1 – E4	99	±1	18	13	23	26	20	±5	3.2	±0.2	
E5 – E9	100	±1	13	16	24	28	19	±3	3.2	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±1	8	17	25	36	15	±6	3.3	±0.2	
O1 – O3	100	±1	7	19	24	35	14	±8	3.3	±0.2	
O4 – O6	100	±1	8	15	26	34	18	±8	3.4	±0.2	
AIAN	100	±1	15	26	22	25	12	±11	2.9	±0.2	
Army	100	±1	17	27	27	19	10	±16	2.8	±0.4	
Navy	100	±0	11	27	23	25	14	±15	3.0	±0.3	
Marine Corps	100	±1	8	NR	15	NR	12	±10	3.2	±0.6	
Air Force	99	±1	NR	NR	15	26	16	±17	2.9	±0.6	
Enlisted	100	±1	17	26	18	26	12	±12	2.9	±0.3	
E1 – E4	100	±1	18	NR	17	24	12	±16	2.8	±0.4	
E5 – E9	100	±1	17	24	20	28	12	±12	2.9	±0.3	
Officers	100	±1	4	NR	NR	16	NR	±15	3.2	±0.4	
O1 – O3	99	±1	5	NR	12	19	11	±17	2.8	±0.6	
O4 – O6	100	±0	3	4	NR	NR	NR	±6	NR		
ASIAN	100	±1	10	16	28	29	16	±3	3.2	±0.1	
Army	100	±1	16	19	25	26	14	±8	3.0	±0.2	
Navy	100	±1	9	14	31	30	16	±5	3.3	±0.1	
Marine Corps	100	±1	6	11	29	37	16	±15	3.5	±0.2	
Air Force	100	±1	7	19	28	28	18	±8	3.3	±0.2	
Enlisted	100	±1	11	16	29	28	16	±4	3.2	±0.1	
E1 – E4	100	±1	11	13	30	31	16	±7	3.3	±0.2	
E5 – E9	100	±1	10	19	29	26	16	±4	3.2	±0.1	
Officers	100	±1	10	14	25	35	16	±8	3.3	±0.2	
O1 – O3	100	±1	11	14	24	38	12	±10	3.3	±0.3	
O4 – O6	100	±1	6	13	27	31	24	±14	3.5	±0.3	
NHPI	100	±1	7	11	25	37	20	±10	3.5	±0.2	
Army	100	±0	6	11	29	39	16	±16	3.5	±0.3	
Navy	100	±1	11	12	15	33	29	±18	3.6	±0.5	
Marine Corps	99	±2	9	5	25	34	27	±15	3.7	±0.3	
Air Force	100	±1	5	13	21	38	23	±15	3.6	±0.2	
Enlisted	100	±1	7	11	24	37	21	±10	3.5	±0.2	
Officers	100	±0	2	7	NR	NR	13	±14	3.6	±0.4	
TWO OR MORE RACES	100	±1	18	16	22	27	17	±6	3.1	±0.2	
Army	99	±2	20	16	21	30	13	±14	3.0	±0.4	
Navy	100	±1	21	14	20	26	18	±9	3.1	±0.3	
Marine Corps	100	±1	NR	NR	24	NR	17	±17	3.1	±0.6	
Air Force	100	±1	11	18	24	26	22	±10	3.3	±0.3	
Enlisted	100	±1	18	17	21	27	18	±7	3.1	±0.2	
E1 – E4	99	±2	23	17	15	29	15	±11	3.0	±0.3	
E5 – E9	100	±1	12	16	28	24	21	±8	3.3	±0.2	
Officers	100	±1	13	13	30	32	12	±13	3.2	±0.3	
O1 – O3	100	±1	14	14	30	28	14	±16	3.1	±0.4	
O4 – O6	100	±1	NR	10	17	NR	8	±10	3.3	±0.5	
COAST GUARD	100	±1	7	18	23	35	17	±3	3.4	±0.1	
White	100	±1	7	18	23	35	17	±4	3.4	±0.1	
Black	99	±1	9	16	22	35	19	±4	3.4	±0.1	
Hispanic	100	±1	8	15	21	34	21	±5	3.5	±0.2	
Other Race/Ethnicity	99	±1	8	17	24	37	15	±6	3.3	±0.2	
Enlisted	100	±1	8	18	23	34	18	±3	3.4	±0.1	
Officers	100	±1	6	18	23	38	16	±4	3.4	±0.1	
Male	100	±1	7	18	23	35	17	±3	3.4	±0.1	
Female	100	±1	9	19	19	34	19	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	7	18	23	35	17	±3	3.4	±0.1	
Deployed Past 12 Months	99	±2	8	17	22	35	18	±6	3.4	±0.2	

NR: Not reportable



**21. How much do you agree or disagree with the following statements about your workplace?****e. My supervisor, or someone at work, seems to care about me as a person.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	6	7	16	40	30	±2	3.8	±0.1	
Army	99	±1	8	8	17	39	28	±3	3.7	±0.1	
Navy	100	±1	6	8	16	42	29	±3	3.8	±0.1	
Marine Corps	100	±1	6	8	17	41	28	±4	3.8	±0.1	
Air Force	100	±1	4	6	14	41	36	±3	4.0	±0.1	
Enlisted	99	±1	7	8	16	40	29	±2	3.8	±0.1	
E1 – E4	100	±1	10	8	16	37	28	±3	3.7	±0.1	
E5 – E9	99	±1	5	7	17	42	30	±2	3.9	±0.1	
Officers	100	±1	3	7	13	43	34	±3	4.0	±0.1	
O1 – O3	100	±1	3	8	13	42	34	±4	3.9	±0.1	
O4 – O6	100	±1	3	6	12	43	36	±4	4.0	±0.1	
Male	99	±1	6	7	16	41	30	±2	3.8	±0.1	
Female	100	±1	9	8	15	37	31	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	6	7	15	40	32	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	7	9	17	40	27	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	6	8	16	40	30	±2	3.8	±0.1	
Army	99	±1	8	9	16	39	28	±3	3.7	±0.1	
Navy	100	±1	6	7	16	42	29	±4	3.8	±0.1	
Marine Corps	99	±1	6	9	18	40	26	±5	3.7	±0.2	
Air Force	100	±1	4	6	14	40	37	±3	4.0	±0.1	
Enlisted	100	±1	7	8	17	40	29	±2	3.8	±0.1	
E1 – E4	100	±1	9	9	17	37	28	±4	3.7	±0.1	
E5 – E9	99	±1	5	7	16	42	30	±3	3.9	±0.1	
Officers	100	±1	3	8	12	42	36	±4	4.0	±0.1	
O1 – O3	99	±1	3	9	11	41	36	±5	4.0	±0.1	
O4 – O6	100	±1	3	6	11	43	37	±5	4.0	±0.1	
<b>BLACK</b>	99	±1	6	7	16	39	31	±3	3.8	±0.1	
Army	98	±1	9	8	17	36	30	±5	3.7	±0.2	
Navy	100	±1	5	8	16	43	28	±4	3.8	±0.1	
Marine Corps	99	±1	5	6	17	36	36	±5	3.9	±0.2	
Air Force	99	±1	4	5	15	41	34	±4	4.0	±0.1	
Enlisted	99	±1	7	7	16	39	31	±3	3.8	±0.1	
E1 – E4	99	±1	10	9	16	35	29	±5	3.6	±0.2	
E5 – E9	99	±1	4	6	16	41	32	±3	3.9	±0.1	
Officers	99	±2	5	6	17	43	29	±4	3.9	±0.1	
O1 – O3	100	±1	4	6	17	44	29	±5	3.9	±0.1	
O4 – O6	99	±1	4	6	17	40	33	±7	3.9	±0.2	
<b>HISPANIC</b>	100	±1	7	7	15	39	32	±3	3.8	±0.1	
Army	100	±1	9	7	15	39	30	±5	3.7	±0.2	
Navy	99	±1	9	7	17	37	30	±5	3.7	±0.2	
Marine Corps	100	±1	5	6	15	42	31	±7	3.9	±0.2	
Air Force	100	±1	5	5	10	41	39	±6	4.0	±0.2	
Enlisted	100	±1	8	7	15	39	32	±3	3.8	±0.1	
E1 – E4	100	±1	10	7	14	36	33	±5	3.8	±0.2	
E5 – E9	100	±1	6	7	15	41	31	±3	3.9	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	4	6	13	45	32	±6	4.0	±0.1	
O1 – O3	100	±1	3	7	14	46	30	±8	3.9	±0.2	
O4 – O6	100	±1	3	5	11	39	41	±8	4.1	±0.2	
AIAN	100	±1	9	13	17	39	22	±11	3.5	±0.3	
Army	100	±1	14	7	19	44	17	±17	3.4	±0.4	
Navy	100	±1	7	14	19	35	26	±14	3.6	±0.3	
Marine Corps	99	±1	5	NR	13	NR	24	±18	NR		
Air Force	100	±1	2	NR	NR	NR	26	±11	3.7	±0.5	
Enlisted	100	±1	10	14	18	36	22	±13	3.4	±0.3	
E1 – E4	100	±1	NR	NR	16	38	19	±15	3.3	±0.5	
E5 – E9	100	±1	6	15	20	34	25	±13	3.6	±0.3	
Officers	100	±1	2	3	NR	NR	NR	±3	3.9	±0.3	
O1 – O3	99	±1	1	5	NR	NR	NR	±6	3.7	±0.5	
O4 – O6	100	±0	2	1	5	NR	NR	±7	4.1	±0.3	
ASIAN	99	±1	5	6	19	43	27	±4	3.8	±0.1	
Army	98	±2	10	8	21	39	21	±9	3.5	±0.3	
Navy	99	±1	4	5	19	44	28	±5	3.9	±0.1	
Marine Corps	99	±1	4	4	15	54	24	±12	3.9	±0.1	
Air Force	99	±1	3	4	17	44	32	±6	4.0	±0.1	
Enlisted	99	±1	6	6	20	42	26	±4	3.8	±0.1	
E1 – E4	99	±1	8	5	20	41	27	±7	3.7	±0.2	
E5 – E9	99	±1	4	7	20	43	26	±5	3.8	±0.1	
Officers	100	±1	4	6	14	50	27	±7	3.9	±0.2	
O1 – O3	100	±1	3	7	13	53	22	±9	3.8	±0.2	
O4 – O6	100	±1	3	3	15	42	37	±12	4.1	±0.2	
NHPI	100	±1	3	5	17	49	27	±10	3.9	±0.2	
Army	100	±1	1	4	23	55	17	±14	3.8	±0.2	
Navy	100	±0	NR	7	9	36	40	±15	3.9	±0.4	
Marine Corps	100	±0	4	4	10	41	41	±13	4.1	±0.2	
Air Force	100	±1	2	3	11	44	40	±13	4.2	±0.1	
Enlisted	100	±1	3	5	18	47	27	±10	3.9	±0.2	
Officers	100	±0	1	2	5	NR	NR	±7	4.1	±0.2	
TWO OR MORE RACES	100	±1	8	9	16	41	26	±6	3.7	±0.2	
Army	100	±0	12	11	20	33	24	±12	3.5	±0.4	
Navy	100	±1	8	11	13	44	25	±9	3.7	±0.3	
Marine Corps	99	±1	NR	2	13	NR	23	±14	3.7	±0.6	
Air Force	100	±1	3	6	14	45	32	±10	4.0	±0.2	
Enlisted	100	±1	9	9	15	41	26	±7	3.7	±0.2	
E1 – E4	100	±1	15	8	12	41	24	±11	3.5	±0.3	
E5 – E9	100	±1	3	10	18	42	28	±8	3.8	±0.2	
Officers	100	±1	4	8	20	41	27	±14	3.8	±0.3	
O1 – O3	100	±1	2	9	20	36	32	±16	3.9	±0.3	
O4 – O6	100	±0	NR	4	8	NR	18	±10	3.7	±0.5	
COAST GUARD	100	±1	3	4	15	46	32	±3	4.0	±0.1	
White	100	±1	3	4	14	47	31	±4	4.0	±0.1	
Black	99	±1	5	6	16	42	31	±4	3.9	±0.1	
Hispanic	100	±0	3	4	18	43	33	±5	4.0	±0.1	
Other Race/Ethnicity	100	±1	3	5	19	42	32	±7	4.0	±0.2	
Enlisted	100	±1	3	5	16	45	31	±4	4.0	±0.1	
Officers	100	±1	2	4	9	52	33	±4	4.1	±0.1	
Male	100	±1	3	4	14	47	31	±3	4.0	±0.1	
Female	100	±1	4	7	16	39	34	±3	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	3	5	14	46	32	±3	4.0	±0.1	
Deployed Past 12 Months	99	±1	4	4	16	46	30	±6	4.0	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****f. There is someone at work who encourages my development.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	6	9	17	38	30	±2	3.8	±0.1	
Army	99	±1	8	10	18	36	29	±3	3.7	±0.1	
Navy	99	±1	5	9	16	42	28	±3	3.8	±0.1	
Marine Corps	100	±1	5	9	19	38	30	±4	3.8	±0.1	
Air Force	99	±1	4	8	16	39	33	±3	3.9	±0.1	
Enlisted	99	±1	6	9	17	37	30	±2	3.8	±0.1	
E1 – E4	100	±1	8	9	16	36	32	±3	3.8	±0.1	
E5 – E9	99	±1	5	9	18	39	29	±2	3.8	±0.1	
Officers	99	±1	4	8	17	43	28	±3	3.8	±0.1	
O1 – O3	99	±1	4	7	13	46	29	±4	3.9	±0.1	
O4 – O6	99	±1	4	9	19	40	28	±4	3.8	±0.1	
Male	99	±1	6	9	17	39	30	±2	3.8	±0.1	
Female	99	±1	7	10	16	36	30	±3	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	6	8	17	38	32	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	6	10	17	39	27	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	5	9	17	38	30	±2	3.8	±0.1	
Army	100	±1	7	11	17	36	29	±3	3.7	±0.1	
Navy	100	±1	5	10	16	43	27	±4	3.8	±0.1	
Marine Corps	100	±1	5	10	19	37	29	±5	3.8	±0.2	
Air Force	99	±1	4	7	16	40	33	±3	3.9	±0.1	
Enlisted	100	±1	6	10	17	37	30	±2	3.8	±0.1	
E1 – E4	100	±1	7	9	17	35	32	±4	3.8	±0.1	
E5 – E9	99	±1	5	10	17	39	29	±3	3.8	±0.1	
Officers	100	±1	3	8	16	44	28	±4	3.9	±0.1	
O1 – O3	100	±1	3	7	12	47	30	±5	3.9	±0.1	
O4 – O6	100	±1	4	9	18	40	28	±5	3.8	±0.1	
<b>BLACK</b>	99	±1	7	8	17	38	30	±3	3.8	±0.1	
Army	99	±1	8	8	18	36	29	±5	3.7	±0.2	
Navy	98	±1	5	8	16	42	30	±4	3.8	±0.1	
Marine Corps	99	±1	5	8	21	34	33	±6	3.8	±0.2	
Air Force	99	±1	5	9	15	37	34	±4	3.9	±0.1	
Enlisted	99	±1	6	8	17	38	31	±3	3.8	±0.1	
E1 – E4	99	±1	9	7	15	37	31	±5	3.8	±0.2	
E5 – E9	99	±1	5	9	18	38	30	±3	3.8	±0.1	
Officers	99	±1	7	9	20	38	27	±4	3.7	±0.1	
O1 – O3	99	±1	6	6	18	42	29	±5	3.8	±0.2	
O4 – O6	98	±2	5	12	21	36	26	±7	3.6	±0.2	
<b>HISPANIC</b>	99	±1	7	7	17	38	32	±3	3.8	±0.1	
Army	100	±1	8	7	18	37	31	±5	3.8	±0.1	
Navy	99	±1	10	8	14	39	29	±5	3.7	±0.2	
Marine Corps	100	±1	4	5	19	40	33	±7	3.9	±0.2	
Air Force	99	±1	6	9	14	35	37	±6	3.9	±0.2	
Enlisted	99	±1	7	7	16	37	33	±3	3.8	±0.1	
E1 – E4	99	±1	8	7	15	34	36	±5	3.8	±0.2	
E5 – E9	100	±1	6	6	18	39	30	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±2	4	10	17	44	26	±6	3.8	±0.2	
O1 – O3	98	±4	3	10	15	47	26	±8	3.8	±0.2	
O4 – O6	99	±1	5	12	14	36	32	±9	3.8	±0.2	
AIAN	100	±1	7	16	19	33	24	±12	3.5	±0.3	
Army	100	±1	7	NR	25	28	25	±16	3.5	±0.4	
Navy	100	±1	4	13	19	39	25	±16	3.7	±0.3	
Marine Corps	99	±1	6	NR	14	NR	22	±17	NR		
Air Force	100	±1	NR	NR	8	NR	25	±11	3.5	±0.6	
Enlisted	100	±1	8	17	15	35	25	±14	3.5	±0.3	
E1 – E4	100	±1	7	NR	10	35	29	±14	3.6	±0.5	
E5 – E9	100	±1	8	15	20	35	22	±13	3.5	±0.3	
Officers	100	±1	2	NR	NR	NR	NR	±2	3.4	±0.4	
O1 – O3	99	±1	1	NR	7	NR	19	±17	NR		
O4 – O6	100	±1	2	3	NR	8	NR	±12	NR		
ASIAN	99	±1	4	8	19	42	26	±4	3.8	±0.1	
Army	99	±1	7	14	23	37	19	±8	3.5	±0.2	
Navy	99	±1	3	6	18	44	29	±5	3.9	±0.1	
Marine Corps	99	±1	3	5	14	55	24	±12	3.9	±0.1	
Air Force	99	±1	4	6	20	40	30	±7	3.9	±0.2	
Enlisted	99	±1	4	8	20	41	27	±4	3.8	±0.1	
E1 – E4	99	±1	4	9	16	46	25	±8	3.8	±0.2	
E5 – E9	99	±1	5	8	23	38	27	±5	3.8	±0.1	
Officers	99	±1	5	7	16	48	24	±7	3.8	±0.2	
O1 – O3	99	±1	5	7	15	51	21	±10	3.8	±0.3	
O4 – O6	99	±1	4	6	18	42	30	±13	3.9	±0.2	
NHPI	97	±4	2	5	14	47	31	±10	4.0	±0.2	
Army	99	±2	1	6	17	54	23	±15	3.9	±0.2	
Navy	99	±1	NR	7	7	36	42	±15	4.0	±0.4	
Marine Corps	99	±2	2	3	13	42	41	±13	4.2	±0.2	
Air Force	89	±19	2	5	15	35	43	±5	4.1	±0.1	
Enlisted	97	±4	2	6	15	46	31	±10	4.0	±0.2	
Officers	99	±2	1	4	6	NR	NR	±7	4.0	±0.1	
TWO OR MORE RACES	100	±1	9	8	17	36	31	±6	3.7	±0.2	
Army	100	±1	14	7	17	37	26	±13	3.5	±0.4	
Navy	99	±3	8	10	13	37	31	±10	3.7	±0.3	
Marine Corps	100	±1	NR	4	NR	NR	NR	±3	3.8	±0.6	
Air Force	100	±1	2	9	19	36	34	±10	3.9	±0.2	
Enlisted	100	±1	9	8	16	36	31	±7	3.7	±0.2	
E1 – E4	100	±1	12	5	15	36	33	±11	3.7	±0.3	
E5 – E9	99	±2	5	11	19	37	29	±8	3.7	±0.2	
Officers	100	±1	9	9	18	34	29	±13	3.7	±0.4	
O1 – O3	100	±1	9	10	17	32	32	±16	3.7	±0.4	
O4 – O6	100	±1	NR	7	NR	NR	12	±7	3.4	±0.5	
COAST GUARD	100	±1	3	6	19	44	28	±3	3.9	±0.1	
White	100	±1	3	7	18	45	27	±4	3.9	±0.1	
Black	99	±1	5	5	20	41	30	±4	3.9	±0.1	
Hispanic	100	±1	2	6	19	41	32	±5	3.9	±0.1	
Other Race/Ethnicity	98	±3	2	6	20	43	29	±7	3.9	±0.2	
Enlisted	100	±1	3	6	18	43	30	±4	3.9	±0.1	
Officers	100	±1	2	7	19	50	21	±4	3.8	±0.1	
Male	100	±1	2	6	19	45	28	±3	3.9	±0.1	
Female	100	±1	4	8	18	38	32	±3	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	2	6	19	44	28	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	4	7	18	44	28	±6	3.9	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****g. At work, my opinions seem to count.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	10	14	18	38	20	±2	3.5	±0.1	
Army	99	±1	12	14	19	37	19	±2	3.4	±0.1	
Navy	99	±1	9	14	18	38	20	±3	3.5	±0.1	
Marine Corps	99	±1	8	16	17	37	21	±4	3.5	±0.1	
Air Force	100	±1	7	11	18	42	22	±3	3.6	±0.1	
Enlisted	99	±1	11	15	20	37	18	±2	3.4	±0.1	
E1 – E4	99	±1	16	19	23	31	11	±3	3.0	±0.1	
E5 – E9	99	±1	7	11	17	41	24	±2	3.7	±0.1	
Officers	100	±1	3	8	12	46	30	±3	3.9	±0.1	
O1 – O3	100	±1	4	10	14	48	23	±4	3.7	±0.1	
O4 – O6	99	±1	2	5	8	45	40	±4	4.2	±0.1	
Male	99	±1	10	13	18	39	21	±2	3.5	±0.1	
Female	100	±1	10	17	18	37	18	±3	3.4	±0.1	
Not Deployed Past 12 Months	99	±1	9	12	19	39	21	±2	3.5	±0.1	
Deployed Past 12 Months	99	±1	10	16	18	38	19	±2	3.4	±0.1	
<b>WHITE</b>	100	±1	10	15	17	38	20	±2	3.4	±0.1	
Army	99	±1	12	15	19	36	18	±3	3.3	±0.1	
Navy	99	±1	10	15	17	38	20	±4	3.4	±0.1	
Marine Corps	99	±1	10	18	15	37	20	±5	3.4	±0.2	
Air Force	100	±1	7	12	17	43	21	±3	3.6	±0.1	
Enlisted	100	±1	12	16	19	36	17	±2	3.3	±0.1	
E1 – E4	100	±1	17	21	22	31	9	±4	2.9	±0.1	
E5 – E9	99	±1	7	11	17	41	24	±3	3.6	±0.1	
Officers	100	±1	3	8	10	47	31	±4	3.9	±0.1	
O1 – O3	100	±1	5	11	13	49	23	±5	3.8	±0.2	
O4 – O6	99	±1	2	5	7	46	41	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	8	12	20	38	23	±3	3.5	±0.1	
Army	99	±1	9	13	19	37	22	±4	3.5	±0.2	
Navy	99	±1	8	12	21	39	20	±4	3.5	±0.1	
Marine Corps	97	±4	6	9	19	37	29	±5	3.7	±0.1	
Air Force	99	±1	7	10	21	38	23	±4	3.6	±0.1	
Enlisted	99	±1	9	12	20	37	22	±3	3.5	±0.1	
E1 – E4	99	±2	14	17	26	29	15	±5	3.1	±0.2	
E5 – E9	99	±1	6	10	17	42	26	±3	3.7	±0.1	
Officers	99	±1	4	7	16	43	29	±4	3.9	±0.1	
O1 – O3	100	±1	4	9	17	46	23	±5	3.8	±0.2	
O4 – O6	99	±1	3	6	13	43	35	±7	4.0	±0.2	
<b>HISPANIC</b>	99	±1	9	11	20	38	22	±3	3.5	±0.1	
Army	100	±1	10	12	19	38	22	±5	3.5	±0.2	
Navy	99	±2	11	13	20	36	19	±5	3.4	±0.2	
Marine Corps	99	±2	7	11	21	40	21	±7	3.6	±0.2	
Air Force	99	±1	9	9	18	39	25	±6	3.6	±0.2	
Enlisted	99	±1	10	12	20	37	21	±3	3.5	±0.1	
E1 – E4	99	±1	13	14	25	33	15	±5	3.2	±0.2	
E5 – E9	99	±1	7	10	16	41	25	±4	3.7	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21g. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	3	6	13	46	32	±6	4.0	±0.1	
O1 – O3	100	±1	3	9	14	49	26	±8	3.9	±0.2	
O4 – O6	99	±1	2	4	10	42	42	±8	4.2	±0.2	
AIAN	100	±1	10	20	17	36	17	±11	3.3	±0.3	
Army	100	±1	11	17	21	38	13	±16	3.2	±0.3	
Navy	100	±1	8	25	12	42	13	±15	3.3	±0.3	
Marine Corps	99	±1	5	NR	13	NR	17	±15	3.3	±0.6	
Air Force	100	±1	NR	8	18	25	NR	±17	3.6	±0.6	
Enlisted	100	±1	11	17	18	37	16	±11	3.3	±0.3	
E1 – E4	100	±1	13	NR	22	34	8	±15	3.0	±0.3	
E5 – E9	100	±1	8	12	14	41	25	±10	3.6	±0.3	
Officers	100	±1	2	NR	NR	NR	NR	±2	NR		
O1 – O3	99	±2	3	NR	7	NR	15	±15	NR		
O4 – O6	100	±0	1	NR	NR	10	NR	±13	NR		
ASIAN	99	±1	6	11	21	43	19	±4	3.6	±0.1	
Army	99	±1	10	15	22	38	15	±8	3.3	±0.2	
Navy	99	±1	4	9	20	46	21	±5	3.7	±0.2	
Marine Corps	100	±1	5	8	20	47	21	±13	3.7	±0.2	
Air Force	100	±1	4	9	25	42	20	±6	3.6	±0.2	
Enlisted	99	±1	6	11	22	43	18	±4	3.6	±0.1	
E1 – E4	99	±1	8	15	25	39	13	±8	3.3	±0.2	
E5 – E9	99	±1	5	9	19	45	22	±5	3.7	±0.1	
Officers	100	±1	5	7	19	46	24	±7	3.8	±0.2	
O1 – O3	100	±1	6	8	25	44	18	±10	3.6	±0.3	
O4 – O6	99	±1	2	4	9	50	35	±12	4.1	±0.2	
NHPI	99	±1	5	10	20	46	19	±10	3.6	±0.2	
Army	99	±1	5	11	23	47	15	±16	3.6	±0.3	
Navy	99	±2	NR	13	13	38	28	±18	3.6	±0.5	
Marine Corps	100	±0	3	5	16	53	23	±12	3.9	±0.2	
Air Force	100	±1	3	8	18	48	22	±12	3.8	±0.1	
Enlisted	99	±1	5	11	21	45	19	±10	3.6	±0.2	
Officers	100	±0	1	2	6	NR	NR	±8	4.1	±0.1	
TWO OR MORE RACES	100	±1	13	16	22	34	15	±6	3.2	±0.2	
Army	100	±0	19	17	24	33	7	±14	2.9	±0.4	
Navy	100	±0	10	18	19	36	17	±9	3.3	±0.3	
Marine Corps	100	±1	NR	NR	NR	24	22	±18	3.3	±0.6	
Air Force	100	±1	7	12	20	38	23	±9	3.6	±0.2	
Enlisted	100	±1	14	16	23	33	15	±7	3.2	±0.2	
E1 – E4	100	±1	21	18	27	26	8	±12	2.8	±0.3	
E5 – E9	100	±1	6	14	18	40	23	±8	3.6	±0.2	
Officers	100	±1	4	15	18	42	21	±12	3.6	±0.3	
O1 – O3	100	±1	2	15	23	42	19	±16	3.6	±0.3	
O4 – O6	100	±0	NR	5	6	NR	NR	±6	3.8	±0.6	
COAST GUARD	100	±1	4	12	18	45	22	±3	3.7	±0.1	
White	100	±1	4	12	15	46	22	±4	3.7	±0.1	
Black	100	±1	5	11	20	42	22	±4	3.7	±0.1	
Hispanic	100	±1	5	10	24	42	18	±5	3.6	±0.1	
Other Race/Ethnicity	100	±1	4	9	25	45	17	±7	3.6	±0.1	
Enlisted	100	±1	5	13	20	43	19	±4	3.6	±0.1	
Officers	100	±1	1	5	8	55	30	±4	4.1	±0.1	
Male	100	±1	3	11	17	46	22	±3	3.7	±0.1	
Female	100	±1	7	14	21	40	18	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	4	11	17	46	22	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	4	12	20	44	19	±6	3.6	±0.2	




















































NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****h. The mission/purpose of my Service makes me feel my job is important.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	7	10	17	39	27	±2	3.7	±0.1	
Army	99	±1	8	11	17	37	27	±2	3.6	±0.1	
Navy	99	±1	7	11	16	41	25	±3	3.7	±0.1	
Marine Corps	99	±1	7	8	17	41	27	±4	3.7	±0.1	
Air Force	99	±1	5	8	15	41	31	±3	3.8	±0.1	
Enlisted	99	±1	8	10	18	39	25	±2	3.6	±0.1	
E1 – E4	99	±1	11	12	21	36	20	±3	3.4	±0.1	
E5 – E9	99	±1	5	9	16	41	30	±2	3.8	±0.1	
Officers	100	±1	3	7	10	43	37	±3	4.0	±0.1	
O1 – O3	100	±1	3	9	12	44	32	±4	3.9	±0.1	
O4 – O6	99	±1	3	4	7	41	45	±4	4.2	±0.1	
Male	99	±1	7	10	16	39	28	±2	3.7	±0.1	
Female	100	±1	8	11	17	40	24	±3	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	6	9	17	40	29	±2	3.8	±0.1	
Deployed Past 12 Months	99	±1	8	11	16	39	25	±2	3.6	±0.1	
<b>WHITE</b>	99	±1	7	11	17	39	26	±2	3.7	±0.1	
Army	99	±1	8	13	18	36	26	±3	3.6	±0.1	
Navy	99	±1	8	12	17	40	24	±4	3.6	±0.1	
Marine Corps	100	±1	7	9	17	41	25	±5	3.7	±0.2	
Air Force	100	±1	5	9	15	42	30	±3	3.8	±0.1	
Enlisted	99	±1	8	12	18	38	23	±2	3.6	±0.1	
E1 – E4	99	±1	12	13	21	36	18	±4	3.4	±0.1	
E5 – E9	99	±1	5	11	16	40	28	±3	3.8	±0.1	
Officers	100	±1	3	8	9	43	38	±4	4.1	±0.1	
O1 – O3	100	±1	3	10	12	43	32	±5	3.9	±0.1	
O4 – O6	99	±1	2	4	7	41	46	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	5	8	17	40	29	±3	3.8	±0.1	
Army	99	±1	6	9	17	40	29	±5	3.8	±0.2	
Navy	99	±1	5	10	15	43	27	±4	3.8	±0.1	
Marine Corps	97	±4	4	6	14	39	36	±5	4.0	±0.1	
Air Force	99	±1	5	6	19	40	31	±4	3.9	±0.1	
Enlisted	99	±1	5	9	18	40	29	±3	3.8	±0.1	
E1 – E4	98	±2	8	10	22	37	23	±5	3.6	±0.2	
E5 – E9	99	±1	4	7	15	42	32	±3	3.9	±0.1	
Officers	100	±1	4	7	10	43	37	±4	4.0	±0.1	
O1 – O3	99	±1	3	8	11	46	32	±5	4.0	±0.1	
O4 – O6	99	±1	2	4	11	42	41	±8	4.1	±0.2	
<b>HISPANIC</b>	99	±1	7	8	16	39	30	±3	3.8	±0.1	
Army	100	±1	7	7	17	38	31	±5	3.8	±0.2	
Navy	99	±2	8	9	15	41	27	±5	3.7	±0.2	
Marine Corps	99	±2	8	8	15	41	28	±7	3.7	±0.2	
Air Force	100	±1	5	6	14	38	35	±6	3.9	±0.2	
Enlisted	99	±1	8	8	16	39	29	±3	3.7	±0.1	
E1 – E4	99	±1	10	9	18	37	25	±5	3.6	±0.2	
E5 – E9	99	±1	5	7	14	41	32	±3	3.9	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21h. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	2	5	10	42	42	±6	4.2	±0.1	
O1 – O3	100	±1	2	5	12	45	35	±8	4.1	±0.2	
O4 – O6	100	±1	2	4	7	37	50	±7	4.3	±0.2	
AIAN	99	±1	9	12	18	40	20	±10	3.5	±0.3	
Army	100	±0	NR	8	18	38	22	±14	3.5	±0.5	
Navy	98	±3	8	13	16	44	18	±15	3.5	±0.3	
Marine Corps	99	±1	3	NR	12	NR	17	±11	NR		
Air Force	100	±1	3	5	NR	NR	21	±9	3.7	±0.3	
Enlisted	99	±1	7	13	19	40	20	±12	3.5	±0.3	
E1 – E4	99	±1	9	NR	14	38	20	±15	3.4	±0.4	
E5 – E9	99	±1	4	9	25	43	19	±12	3.6	±0.2	
Officers	100	±1	NR	3	NR	NR	NR	±3	NR		
O1 – O3	100	±1	2	2	5	NR	NR	±6	4.1	±0.1	
O4 – O6	100	±0	NR	3	3	NR	NR	±5	NR		
ASIAN	100	±1	5	8	17	42	27	±4	3.8	±0.1	
Army	100	±1	8	13	18	40	21	±8	3.5	±0.2	
Navy	99	±1	5	6	14	44	30	±6	3.9	±0.2	
Marine Corps	100	±1	4	4	18	37	37	±15	4.0	±0.3	
Air Force	100	±1	3	6	22	43	26	±7	3.8	±0.2	
Enlisted	100	±1	6	9	19	41	26	±4	3.7	±0.1	
E1 – E4	100	±1	9	11	22	35	22	±7	3.5	±0.2	
E5 – E9	99	±1	4	7	16	44	29	±5	3.9	±0.1	
Officers	99	±1	2	4	11	49	33	±7	4.1	±0.1	
O1 – O3	99	±1	2	4	12	51	30	±9	4.0	±0.2	
O4 – O6	99	±1	1	4	8	46	40	±12	4.2	±0.2	
NHPI	100	±1	2	7	17	42	32	±10	3.9	±0.2	
Army	100	±0	1	7	21	40	31	±16	3.9	±0.3	
Navy	99	±2	NR	8	8	44	33	±16	3.9	±0.4	
Marine Corps	99	±2	1	4	17	42	36	±17	4.1	±0.3	
Air Force	99	±1	3	6	11	46	34	±13	4.0	±0.1	
Enlisted	100	±1	2	7	18	40	33	±10	3.9	±0.2	
Officers	100	±1	1	2	5	NR	NR	±7	4.1	±0.2	
TWO OR MORE RACES	99	±1	9	9	16	41	25	±6	3.6	±0.2	
Army	100	±0	11	6	17	45	21	±12	3.6	±0.4	
Navy	100	±1	9	8	17	41	24	±9	3.6	±0.3	
Marine Corps	99	±2	NR	5	13	NR	27	±18	3.7	±0.6	
Air Force	99	±3	5	15	14	33	32	±11	3.7	±0.3	
Enlisted	99	±1	10	9	16	40	25	±7	3.6	±0.2	
E1 – E4	100	±1	16	11	17	39	17	±11	3.3	±0.3	
E5 – E9	99	±2	3	6	15	42	34	±8	4.0	±0.2	
Officers	100	±1	3	12	15	43	27	±14	3.8	±0.3	
O1 – O3	100	±0	1	NR	18	46	22	±15	3.8	±0.4	
O4 – O6	100	±1	NR	NR	9	NR	NR	±7	3.7	±0.7	
COAST GUARD	100	±1	3	6	15	45	30	±3	3.9	±0.1	
White	100	±1	3	6	15	46	30	±4	4.0	±0.1	
Black	99	±1	3	7	14	45	31	±4	3.9	±0.1	
Hispanic	100	±1	3	7	16	43	30	±5	3.9	±0.1	
Other Race/Ethnicity	100	±1	3	7	17	45	28	±6	3.9	±0.2	
Enlisted	100	±1	3	7	17	46	27	±4	3.9	±0.1	
Officers	99	±1	1	3	7	44	45	±4	4.3	±0.1	
Male	100	±1	3	6	15	46	31	±3	4.0	±0.1	
Female	100	±1	3	9	17	44	27	±3	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3	6	15	46	31	±3	4.0	±0.1	
Deployed Past 12 Months	100	±1	3	8	18	44	28	±6	3.8	±0.2	

NR: Not reportable



**21. How much do you agree or disagree with the following statements about your workplace?****i. My coworkers are committed to doing quality work.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	5	11	22	42	21	±2	3.6	±0.1	
Army	99	±1	6	11	23	40	19	±3	3.5	±0.1	
Navy	99	±1	5	13	22	42	19	±3	3.6	±0.1	
Marine Corps	99	±1	4	10	22	43	20	±4	3.7	±0.1	
Air Force	100	±1	3	9	19	44	26	±3	3.8	±0.1	
Enlisted	99	±1	5	12	23	40	19	±2	3.6	±0.1	
E1 – E4	99	±1	8	13	27	37	14	±3	3.4	±0.1	
E5 – E9	99	±1	3	11	20	43	23	±2	3.7	±0.1	
Officers	99	±1	2	6	14	49	30	±3	4.0	±0.1	
O1 – O3	100	±1	2	8	16	52	23	±4	3.9	±0.1	
O4 – O6	99	±1	2	3	10	46	39	±4	4.2	±0.1	
Male	99	±1	4	11	22	42	21	±2	3.7	±0.1	
Female	99	±1	7	13	23	40	18	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	4	9	21	43	23	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	6	13	22	41	18	±2	3.5	±0.1	
<b>WHITE</b>	99	±1	5	12	22	41	20	±2	3.6	±0.1	
Army	99	±1	6	13	24	38	18	±3	3.5	±0.1	
Navy	99	±1	5	14	23	42	18	±4	3.5	±0.1	
Marine Corps	99	±1	5	12	23	43	18	±6	3.6	±0.2	
Air Force	100	±1	2	9	19	43	26	±3	3.8	±0.1	
Enlisted	99	±1	6	13	25	39	17	±2	3.5	±0.1	
E1 – E4	99	±1	8	14	29	36	12	±4	3.3	±0.1	
E5 – E9	99	±1	4	13	21	41	22	±3	3.7	±0.1	
Officers	99	±1	1	6	13	49	30	±4	4.0	±0.1	
O1 – O3	100	±1	2	8	15	52	23	±5	3.9	±0.1	
O4 – O6	99	±1	1	4	10	45	41	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	4	8	21	43	24	±3	3.8	±0.1	
Army	99	±1	5	7	22	43	23	±5	3.7	±0.1	
Navy	100	±1	4	11	19	45	21	±4	3.7	±0.1	
Marine Corps	97	±4	2	7	19	43	29	±5	3.9	±0.1	
Air Force	99	±1	2	8	20	43	27	±4	3.8	±0.1	
Enlisted	99	±1	4	9	21	43	23	±3	3.7	±0.1	
E1 – E4	99	±2	5	12	26	37	19	±5	3.5	±0.2	
E5 – E9	99	±1	3	7	18	46	26	±3	3.8	±0.1	
Officers	99	±1	1	3	13	51	31	±4	4.1	±0.1	
O1 – O3	99	±1	1	4	15	51	28	±5	4.0	±0.1	
O4 – O6	99	±1	1	3	13	50	33	±7	4.1	±0.1	
<b>HISPANIC</b>	99	±1	4	10	20	43	23	±3	3.7	±0.1	
Army	99	±1	4	10	22	40	23	±5	3.7	±0.1	
Navy	99	±2	6	12	19	44	18	±5	3.5	±0.2	
Marine Corps	99	±2	3	8	21	44	24	±7	3.8	±0.2	
Air Force	99	±1	4	9	17	46	25	±6	3.8	±0.2	
Enlisted	99	±1	5	11	21	42	22	±3	3.7	±0.1	
E1 – E4	99	±1	5	12	24	38	20	±5	3.5	±0.1	
E5 – E9	99	±1	4	9	18	46	23	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21i. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±1	2	4	13	49	33	±6	4.1	±0.1	
O1 – O3	100	±1	2	4	13	50	30	±8	4.0	±0.2	
O4 – O6	98	±2	1	4	8	50	37	±8	4.2	±0.1	
AIAN	100	±1	16	12	18	39	16	±14	3.3	±0.3	
Army	100	±1	NR	15	15	34	16	±15	3.1	±0.5	
Navy	100	±1	4	17	22	43	13	±14	3.4	±0.3	
Marine Corps	99	±1	NR	3	18	NR	17	±16	NR		
Air Force	100	±0	NR	5	NR	NR	17	±8	3.6	±0.5	
Enlisted	100	±1	14	13	19	39	15	±14	3.3	±0.3	
E1 – E4	100	±1	NR	16	15	35	11	±16	3.0	±0.5	
E5 – E9	100	±1	6	11	23	42	18	±11	3.6	±0.3	
Officers	100	±1	NR	2	NR	NR	NR	±2	NR		
O1 – O3	99	±2	1	3	NR	NR	16	±16	NR		
O4 – O6	100	±0	NR	2	2	NR	NR	±3	NR		
ASIAN	99	±1	5	9	23	45	19	±4	3.7	±0.1	
Army	99	±1	9	12	21	43	16	±9	3.4	±0.2	
Navy	99	±1	3	9	23	44	20	±5	3.7	±0.1	
Marine Corps	100	±1	3	6	24	50	17	±12	3.7	±0.2	
Air Force	100	±1	3	6	23	45	23	±6	3.8	±0.2	
Enlisted	99	±1	5	9	24	44	18	±4	3.6	±0.1	
E1 – E4	99	±1	9	9	26	41	14	±7	3.4	±0.2	
E5 – E9	99	±1	3	9	22	46	21	±5	3.7	±0.1	
Officers	100	±1	1	9	18	48	25	±7	3.9	±0.2	
O1 – O3	100	±1	1	11	17	50	21	±10	3.8	±0.2	
O4 – O6	100	±1	1	3	20	46	30	±13	4.0	±0.2	
NHPI	99	±1	3	10	17	50	20	±10	3.7	±0.2	
Army	100	±1	2	NR	16	54	15	±15	3.7	±0.3	
Navy	99	±2	NR	10	16	39	29	±17	3.7	±0.4	
Marine Corps	99	±2	1	4	19	46	30	±16	4.0	±0.3	
Air Force	99	±1	2	7	20	47	25	±12	3.9	±0.1	
Enlisted	99	±1	3	11	17	49	20	±10	3.7	±0.2	
Officers	100	±0	NR	1	9	NR	16	±17	4.0	±0.1	
TWO OR MORE RACES	100	±1	8	10	23	42	17	±6	3.5	±0.2	
Army	100	±0	14	11	23	44	7	±13	3.2	±0.3	
Navy	100	±1	11	10	25	33	20	±9	3.4	±0.3	
Marine Corps	100	±1	1	NR	17	NR	NR	±13	3.8	±0.5	
Air Force	100	±1	2	5	23	48	22	±9	3.8	±0.2	
Enlisted	100	±1	9	10	24	41	16	±7	3.5	±0.2	
E1 – E4	100	±1	14	12	20	45	10	±11	3.2	±0.3	
E5 – E9	100	±1	4	7	29	36	24	±8	3.7	±0.2	
Officers	100	±0	3	9	19	52	18	±13	3.7	±0.3	
O1 – O3	100	±0	1	11	23	54	10	±17	3.6	±0.3	
O4 – O6	100	±0	NR	4	7	NR	NR	±6	3.8	±0.6	
COAST GUARD	100	±1	2	8	22	48	20	±3	3.8	±0.1	
White	100	±1	2	9	22	48	20	±4	3.8	±0.1	
Black	99	±1	2	5	18	50	24	±4	3.9	±0.1	
Hispanic	100	±1	3	5	26	47	20	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	2	7	27	47	16	±7	3.7	±0.1	
Enlisted	100	±1	2	9	25	47	17	±4	3.7	±0.1	
Officers	100	±1	1	4	11	53	31	±4	4.1	±0.1	
Male	100	±1	2	8	22	48	20	±3	3.8	±0.1	
Female	100	±1	3	10	25	44	18	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	2	7	22	48	21	±3	3.8	±0.1	
Deployed Past 12 Months	99	±2	3	9	23	49	16	±6	3.6	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****j. I have a best friend at work.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	12	21	27	24	15	±2	3.1	±0.1	
Army	99	±1	14	20	25	24	17	±2	3.1	±0.1	
Navy	99	±1	11	22	28	25	13	±2	3.1	±0.1	
Marine Corps	99	±1	13	18	28	27	14	±4	3.1	±0.1	
Air Force	99	±1	11	22	29	23	16	±2	3.1	±0.1	
Enlisted	99	±1	13	19	27	24	16	±2	3.1	±0.1	
E1 – E4	99	±1	13	15	25	28	19	±3	3.3	±0.1	
E5 – E9	99	±1	13	23	29	22	13	±2	3.0	±0.1	
Officers	99	±1	9	28	27	25	11	±3	3.0	±0.1	
O1 – O3	100	±1	9	26	24	28	13	±4	3.1	±0.1	
O4 – O6	99	±1	9	31	30	22	9	±4	2.9	±0.1	
Male	99	±1	11	20	28	25	15	±2	3.1	±0.1	
Female	99	±1	19	27	21	18	14	±3	2.8	±0.1	
Not Deployed Past 12 Months	99	±1	12	22	28	23	15	±2	3.1	±0.1	
Deployed Past 12 Months	99	±1	12	19	27	26	16	±2	3.1	±0.1	
<b>WHITE</b>	99	±1	11	21	27	25	15	±2	3.1	±0.1	
Army	99	±1	12	21	25	25	17	±3	3.1	±0.1	
Navy	99	±1	10	22	29	27	13	±3	3.1	±0.1	
Marine Corps	100	±1	11	17	29	29	14	±5	3.2	±0.2	
Air Force	99	±1	10	22	29	23	16	±3	3.1	±0.1	
Enlisted	99	±1	12	19	28	25	16	±2	3.2	±0.1	
E1 – E4	99	±1	12	15	25	28	20	±4	3.3	±0.1	
E5 – E9	99	±1	12	23	30	22	13	±3	3.0	±0.1	
Officers	99	±1	8	28	26	26	11	±3	3.0	±0.1	
O1 – O3	100	±1	8	25	23	30	14	±5	3.2	±0.2	
O4 – O6	98	±2	8	31	30	22	9	±5	2.9	±0.1	
<b>BLACK</b>	98	±1	16	24	27	20	13	±3	2.9	±0.1	
Army	99	±1	17	22	25	21	15	±4	3.0	±0.2	
Navy	97	±2	13	27	28	22	11	±4	2.9	±0.1	
Marine Corps	96	±4	17	20	32	18	14	±4	2.9	±0.2	
Air Force	99	±1	18	26	26	18	12	±4	2.8	±0.1	
Enlisted	98	±1	16	23	26	21	13	±3	2.9	±0.1	
E1 – E4	98	±2	14	17	26	26	17	±5	3.1	±0.2	
E5 – E9	98	±1	17	27	26	18	11	±3	2.8	±0.1	
Officers	98	±1	16	30	29	15	10	±4	2.7	±0.1	
O1 – O3	99	±1	17	29	26	16	12	±5	2.8	±0.2	
O4 – O6	98	±2	17	30	32	14	7	±7	2.6	±0.1	
<b>HISPANIC</b>	99	±1	13	19	28	24	16	±3	3.1	±0.1	
Army	99	±1	13	18	27	25	17	±4	3.2	±0.2	
Navy	99	±2	14	19	27	23	16	±5	3.1	±0.2	
Marine Corps	98	±2	15	21	26	21	16	±7	3.0	±0.2	
Air Force	99	±1	10	21	31	24	15	±6	3.1	±0.2	
Enlisted	99	±1	13	19	27	24	17	±3	3.1	±0.1	
E1 – E4	99	±1	12	17	26	25	20	±5	3.2	±0.2	
E5 – E9	99	±1	15	20	29	23	14	±3	3.0	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21j. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	98	±3	9	25	34	22	10	±6	3.0	±0.2	
O1 – O3	99	±1	8	28	27	23	13	±8	3.0	±0.2	
O4 – O6	99	±1	12	27	35	18	8	±9	2.8	±0.2	
AIAN	99	±1	16	16	21	32	15	±10	3.2	±0.3	
Army	99	±1	20	14	18	30	18	±16	3.1	±0.5	
Navy	99	±1	17	22	21	34	7	±14	2.9	±0.4	
Marine Corps	100	±1	10	12	NR	NR	12	±11	3.3	±0.4	
Air Force	99	±1	7	18	20	NR	NR	±18	3.5	±0.5	
Enlisted	99	±1	17	12	22	33	16	±10	3.2	±0.3	
E1 – E4	99	±1	18	7	22	38	14	±17	3.2	±0.4	
E5 – E9	100	±1	15	18	23	28	18	±12	3.2	±0.3	
Officers	100	±1	NR	NR	11	NR	NR	±9	NR		
O1 – O3	99	±1	NR	NR	17	12	6	±15	2.3	±0.6	
O4 – O6	100	±1	3	NR	8	NR	NR	±12	NR		
ASIAN	99	±1	11	17	32	29	12	±3	3.1	±0.1	
Army	99	±2	15	19	29	27	11	±8	3.0	±0.2	
Navy	99	±1	10	15	34	30	11	±5	3.2	±0.2	
Marine Corps	99	±1	12	16	29	33	10	±16	3.1	±0.3	
Air Force	99	±1	10	17	33	26	15	±6	3.2	±0.2	
Enlisted	99	±1	11	15	33	29	12	±4	3.1	±0.1	
E1 – E4	100	±1	14	11	31	30	14	±8	3.2	±0.2	
E5 – E9	99	±1	9	18	35	28	10	±5	3.1	±0.1	
Officers	97	±3	12	24	24	28	11	±8	3.0	±0.2	
O1 – O3	97	±5	11	25	21	29	14	±10	3.1	±0.3	
O4 – O6	99	±1	11	22	32	28	6	±12	2.9	±0.3	
NHPI	99	±1	6	21	31	27	16	±10	3.3	±0.2	
Army	99	±2	4	23	35	24	14	±16	3.2	±0.3	
Navy	98	±3	11	20	18	28	NR	±14	3.4	±0.5	
Marine Corps	98	±3	4	12	33	36	15	±14	3.5	±0.2	
Air Force	99	±2	9	18	27	32	14	±17	3.2	±0.2	
Enlisted	99	±1	6	18	31	28	16	±11	3.3	±0.2	
Officers	100	±0	4	NR	15	14	5	±16	2.5	±0.4	
TWO OR MORE RACES	98	±3	16	21	25	21	16	±6	3.0	±0.2	
Army	99	±2	20	23	19	22	16	±13	2.9	±0.4	
Navy	100	±1	13	23	28	21	14	±9	3.0	±0.3	
Marine Corps	91	±17	NR	13	21	NR	NR	±15	3.1	±0.6	
Air Force	100	±1	13	18	31	19	19	±10	3.1	±0.3	
Enlisted	98	±3	17	19	25	21	18	±6	3.0	±0.2	
E1 – E4	98	±5	18	14	21	25	22	±11	3.2	±0.3	
E5 – E9	99	±2	16	26	30	15	14	±8	2.8	±0.2	
Officers	99	±1	11	30	25	28	6	±13	2.9	±0.3	
O1 – O3	99	±1	10	33	23	27	7	±16	2.9	±0.4	
O4 – O6	99	±1	NR	NR	NR	NR	4	±3	2.7	±0.5	
COAST GUARD	99	±1	8	23	34	23	12	±3	3.1	±0.1	
White	99	±1	7	24	34	23	12	±4	3.1	±0.1	
Black	98	±1	14	25	31	20	10	±4	2.9	±0.1	
Hispanic	99	±1	11	19	34	25	12	±5	3.1	±0.1	
Other Race/Ethnicity	99	±1	13	19	31	28	8	±7	3.0	±0.2	
Enlisted	99	±1	9	22	34	23	12	±3	3.1	±0.1	
Officers	99	±1	8	27	34	23	8	±4	3.0	±0.1	
Male	99	±1	8	22	35	23	11	±3	3.1	±0.1	
Female	98	±1	12	26	27	22	13	±3	3.0	±0.1	
Not Deployed Past 12 Months	99	±1	8	25	33	24	10	±3	3.0	±0.1	
Deployed Past 12 Months	99	±1	10	17	36	21	16	±6	3.2	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****k. In the last six months, someone at work has talked to me about my progress.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	6	11	15	43	24	±2	3.7	±0.1	
Army	99	±1	8	12	16	40	23	±3	3.6	±0.1	
Navy	99	±1	5	10	15	48	22	±3	3.7	±0.1	
Marine Corps	99	±1	5	8	16	45	26	±4	3.8	±0.1	
Air Force	100	±1	5	12	15	41	26	±3	3.7	±0.1	
Enlisted	99	±1	7	11	16	43	24	±2	3.7	±0.1	
E1 – E4	99	±1	7	9	15	44	26	±3	3.7	±0.1	
E5 – E9	99	±1	7	13	16	42	22	±2	3.6	±0.1	
Officers	99	±1	5	13	15	42	24	±3	3.7	±0.1	
O1 – O3	100	±1	4	10	14	46	25	±4	3.8	±0.1	
O4 – O6	99	±1	6	17	15	39	23	±4	3.6	±0.1	
Male	99	±1	6	11	16	43	24	±2	3.7	±0.1	
Female	100	±1	8	13	14	41	23	±3	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	6	10	16	43	25	±2	3.7	±0.1	
Deployed Past 12 Months	99	±1	7	12	15	43	23	±2	3.6	±0.1	
<b>WHITE</b>	100	±1	6	11	15	44	24	±2	3.7	±0.1	
Army	100	±1	8	12	14	42	24	±3	3.6	±0.1	
Navy	99	±1	5	9	16	49	21	±4	3.7	±0.1	
Marine Corps	99	±1	5	8	16	45	27	±6	3.8	±0.2	
Air Force	100	±1	5	13	14	42	26	±3	3.7	±0.1	
Enlisted	100	±1	6	11	15	44	24	±2	3.7	±0.1	
E1 – E4	100	±1	6	8	15	46	26	±4	3.8	±0.1	
E5 – E9	100	±1	6	13	15	43	23	±3	3.6	±0.1	
Officers	99	±1	5	13	15	42	24	±4	3.7	±0.1	
O1 – O3	100	±1	4	10	14	46	26	±5	3.8	±0.1	
O4 – O6	99	±1	6	16	15	39	23	±5	3.6	±0.2	
<b>BLACK</b>	99	±1	7	12	15	42	24	±3	3.6	±0.1	
Army	99	±1	10	12	17	38	23	±5	3.5	±0.2	
Navy	99	±1	5	12	13	49	22	±4	3.7	±0.1	
Marine Corps	97	±4	6	9	16	42	27	±5	3.8	±0.1	
Air Force	99	±1	5	13	15	41	26	±4	3.7	±0.1	
Enlisted	99	±1	7	12	15	42	24	±3	3.6	±0.1	
E1 – E4	98	±2	7	10	13	42	29	±5	3.8	±0.2	
E5 – E9	99	±1	7	13	17	42	22	±3	3.6	±0.1	
Officers	99	±1	9	14	15	43	19	±4	3.5	±0.2	
O1 – O3	99	±1	5	11	14	49	20	±5	3.7	±0.2	
O4 – O6	99	±1	8	17	14	42	19	±6	3.5	±0.1	
<b>HISPANIC</b>	99	±1	7	11	17	41	25	±3	3.7	±0.1	
Army	100	±1	9	12	19	36	24	±5	3.5	±0.2	
Navy	99	±1	6	11	14	47	22	±5	3.7	±0.2	
Marine Corps	99	±2	6	8	16	46	25	±7	3.8	±0.2	
Air Force	100	±1	7	11	16	37	30	±6	3.7	±0.2	
Enlisted	99	±1	7	10	17	41	25	±3	3.6	±0.1	
E1 – E4	99	±1	8	9	15	42	28	±5	3.7	±0.2	
E5 – E9	99	±1	7	12	19	40	22	±3	3.6	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21k. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	5	13	16	39	27	±6	3.7	±0.2	
O1 – O3	100	±1	4	9	16	44	27	±8	3.8	±0.2	
O4 – O6	99	±1	6	17	16	36	25	±9	3.6	±0.2	
AIAN	100	±1	7	26	15	36	16	±12	3.3	±0.3	
Army	100	±1	7	NR	17	32	16	±11	3.2	±0.4	
Navy	100	±1	4	23	12	45	17	±16	3.5	±0.3	
Marine Corps	100	±1	4	NR	16	NR	16	±16	3.3	±0.6	
Air Force	100	±1	NR	NR	10	35	17	±17	3.2	±0.5	
Enlisted	100	±1	8	24	15	37	16	±13	3.3	±0.3	
E1 – E4	99	±1	3	NR	10	40	18	±14	3.4	±0.4	
E5 – E9	100	±1	12	19	20	35	15	±12	3.2	±0.3	
Officers	100	±1	2	NR	NR	NR	NR	±2	NR		
O1 – O3	100	±0	2	NR	7	NR	17	±15	NR		
O4 – O6	100	±1	2	NR	3	NR	NR	±6	NR		
ASIAN	99	±1	5	8	21	45	22	±4	3.7	±0.1	
Army	99	±1	8	11	21	43	16	±7	3.5	±0.2	
Navy	99	±1	3	7	21	45	24	±5	3.8	±0.1	
Marine Corps	99	±1	3	6	13	53	25	±12	3.9	±0.2	
Air Force	99	±1	4	6	24	43	23	±7	3.8	±0.1	
Enlisted	99	±1	5	8	22	44	22	±4	3.7	±0.1	
E1 – E4	99	±1	4	5	22	47	22	±7	3.8	±0.1	
E5 – E9	99	±1	5	10	22	41	21	±5	3.6	±0.1	
Officers	100	±1	3	8	16	50	22	±7	3.8	±0.1	
O1 – O3	100	±1	3	7	15	55	20	±9	3.8	±0.2	
O4 – O6	100	±1	5	11	18	41	26	±14	3.7	±0.3	
NHPI	99	±2	3	5	18	49	24	±10	3.8	±0.2	
Army	99	±2	3	3	23	52	19	±16	3.8	±0.3	
Navy	99	±2	NR	9	10	41	33	±17	3.8	±0.4	
Marine Corps	99	±2	2	8	11	46	34	±13	4.0	±0.2	
Air Force	100	±1	3	7	14	50	26	±12	3.9	±0.1	
Enlisted	99	±2	4	5	19	48	24	±10	3.8	±0.2	
Officers	99	±2	0	6	6	NR	14	±15	4.0	±0.1	
TWO OR MORE RACES	99	±2	9	13	16	39	23	±6	3.6	±0.2	
Army	98	±4	13	18	14	38	18	±13	3.3	±0.4	
Navy	99	±1	3	14	15	43	25	±9	3.7	±0.2	
Marine Corps	100	±1	NR	4	NR	NR	23	±18	3.5	±0.6	
Air Force	100	±1	9	8	16	39	28	±10	3.7	±0.3	
Enlisted	99	±2	9	12	17	40	23	±7	3.6	±0.2	
E1 – E4	100	±1	12	10	14	40	24	±11	3.5	±0.3	
E5 – E9	98	±4	5	15	19	39	21	±8	3.6	±0.2	
Officers	100	±1	9	15	13	37	26	±13	3.6	±0.4	
O1 – O3	100	±1	8	18	NR	37	28	±16	3.6	±0.4	
O4 – O6	100	±0	NR	8	NR	NR	9	±6	3.3	±0.5	
COAST GUARD	100	±1	3	10	16	51	20	±3	3.7	±0.1	
White	100	±1	3	10	16	53	18	±4	3.7	±0.1	
Black	99	±1	4	10	15	49	22	±4	3.7	±0.1	
Hispanic	100	±1	3	10	14	48	25	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	3	8	19	46	24	±7	3.8	±0.2	
Enlisted	100	±1	3	8	16	52	21	±4	3.8	±0.1	
Officers	100	±1	3	17	17	48	16	±4	3.6	±0.1	
Male	100	±1	3	10	16	52	19	±3	3.7	±0.1	
Female	100	±1	4	11	16	48	21	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	3	10	16	52	19	±3	3.7	±0.1	
Deployed Past 12 Months	99	±2	4	8	17	49	22	±6	3.8	±0.2	















































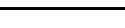


NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****I. This last year, I have had opportunities at work to learn and to grow.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	5	7	13	44	31	±2	3.9	±0.1	
Army	100	±1	7	8	14	41	30	±3	3.8	±0.1	
Navy	99	±1	4	7	14	47	28	±3	3.9	±0.1	
Marine Corps	99	±1	5	5	11	44	36	±4	4.0	±0.1	
Air Force	99	±1	4	6	12	45	33	±3	4.0	±0.1	
Enlisted	99	±1	6	7	14	43	30	±2	3.8	±0.1	
E1 – E4	99	±1	7	7	14	43	29	±3	3.8	±0.1	
E5 – E9	99	±1	5	7	13	44	31	±2	3.9	±0.1	
Officers	99	±1	3	5	9	47	37	±3	4.1	±0.1	
O1 – O3	100	±1	2	4	9	49	36	±4	4.1	±0.1	
O4 – O6	99	±1	3	5	8	44	40	±4	4.1	±0.1	
Male	99	±1	5	6	13	44	31	±2	3.9	±0.1	
Female	100	±1	6	9	15	41	30	±3	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	5	6	13	44	32	±2	3.9	±0.1	
Deployed Past 12 Months	99	±1	6	7	13	44	30	±2	3.8	±0.1	
<b>WHITE</b>	100	±1	5	7	12	46	31	±2	3.9	±0.1	
Army	99	±1	6	8	13	43	30	±3	3.8	±0.1	
Navy	100	±1	4	6	13	49	27	±4	3.9	±0.1	
Marine Corps	99	±1	4	5	11	45	35	±6	4.0	±0.2	
Air Force	100	±1	3	6	10	47	33	±3	4.0	±0.1	
Enlisted	100	±1	5	7	13	45	29	±2	3.9	±0.1	
E1 – E4	100	±1	6	7	13	45	28	±4	3.8	±0.1	
E5 – E9	99	±1	4	7	12	46	30	±3	3.9	±0.1	
Officers	99	±1	2	5	9	47	37	±4	4.1	±0.1	
O1 – O3	100	±1	2	4	8	50	36	±5	4.1	±0.1	
O4 – O6	99	±1	3	4	8	45	40	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	6	8	14	41	32	±3	3.9	±0.1	
Army	100	±1	8	9	14	36	33	±5	3.8	±0.2	
Navy	99	±1	4	9	14	45	28	±4	3.8	±0.1	
Marine Corps	98	±4	3	4	11	43	38	±5	4.1	±0.1	
Air Force	98	±1	5	6	13	45	31	±4	3.9	±0.1	
Enlisted	99	±1	6	8	14	41	32	±3	3.8	±0.1	
E1 – E4	99	±2	7	9	13	41	30	±5	3.8	±0.2	
E5 – E9	99	±1	5	8	14	40	33	±3	3.9	±0.1	
Officers	99	±1	4	5	12	44	35	±4	4.0	±0.1	
O1 – O3	99	±1	3	7	13	44	34	±5	4.0	±0.2	
O4 – O6	99	±1	4	4	10	43	39	±6	4.1	±0.1	
<b>HISPANIC</b>	99	±1	7	6	15	41	32	±3	3.8	±0.1	
Army	100	±1	9	7	15	40	29	±5	3.7	±0.2	
Navy	99	±2	6	6	17	43	29	±5	3.8	±0.1	
Marine Corps	99	±2	6	4	13	42	35	±7	4.0	±0.2	
Air Force	98	±2	5	6	14	38	38	±6	4.0	±0.2	
Enlisted	99	±1	7	6	15	40	31	±3	3.8	±0.1	
E1 – E4	99	±1	9	5	17	37	32	±5	3.8	±0.2	
E5 – E9	99	±1	6	7	14	43	30	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21l. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	2	6	9	45	38	±6	4.1	±0.1	
O1 – O3	99	±1	2	5	10	47	37	±8	4.1	±0.2	
O4 – O6	99	±1	3	4	10	39	43	±8	4.2	±0.2	
AIAN	99	±1	13	10	13	40	25	±13	3.5	±0.4	
Army	100	±1	NR	NR	14	34	24	±14	3.4	±0.5	
Navy	100	±0	4	11	7	55	22	±17	3.8	±0.3	
Marine Corps	98	±3	NR	3	8	NR	25	±18	NR		
Air Force	100	±1	3	4	NR	36	29	±17	3.9	±0.4	
Enlisted	99	±1	15	6	14	41	25	±14	3.6	±0.4	
E1 – E4	99	±1	NR	5	11	36	25	±14	3.3	±0.6	
E5 – E9	100	±1	6	6	17	45	26	±10	3.8	±0.3	
Officers	100	±1	2	NR	NR	NR	NR	±2	NR		
O1 – O3	100	±0	2	NR	3	NR	NR	±4	NR		
O4 – O6	99	±1	2	NR	NR	NR	NR	±3	NR		
ASIAN	99	±1	4	5	18	45	28	±4	3.9	±0.1	
Army	100	±1	8	6	25	40	21	±8	3.6	±0.2	
Navy	99	±1	3	5	15	47	31	±5	4.0	±0.1	
Marine Corps	99	±1	3	4	9	44	40	±14	4.2	±0.2	
Air Force	99	±1	3	3	16	50	27	±6	4.0	±0.1	
Enlisted	99	±1	5	5	19	44	28	±4	3.9	±0.1	
E1 – E4	100	±1	5	4	19	44	28	±8	3.9	±0.2	
E5 – E9	99	±1	5	6	18	44	27	±5	3.8	±0.1	
Officers	100	±1	3	4	13	50	30	±7	4.0	±0.2	
O1 – O3	100	±1	NR	3	12	53	28	±10	4.0	±0.3	
O4 – O6	99	±1	2	5	15	42	37	±12	4.1	±0.2	
NHPI	99	±1	3	5	17	45	31	±10	4.0	±0.2	
Army	100	±1	1	NR	22	46	27	±16	3.9	±0.3	
Navy	99	±2	9	7	9	40	35	±16	3.8	±0.4	
Marine Corps	99	±2	2	2	7	40	48	±13	4.3	±0.2	
Air Force	99	±1	2	5	9	48	36	±12	4.1	±0.1	
Enlisted	99	±1	3	5	17	43	32	±10	4.0	±0.2	
Officers	99	±2	1	1	3	NR	NR	±5	4.2	±0.2	
TWO OR MORE RACES	100	±1	7	6	17	36	34	±6	3.8	±0.2	
Army	100	±0	8	7	20	34	31	±13	3.8	±0.3	
Navy	99	±1	6	9	12	37	35	±10	3.9	±0.3	
Marine Corps	100	±1	NR	1	12	NR	NR	±13	3.9	±0.6	
Air Force	100	±1	5	5	19	35	36	±9	3.9	±0.2	
Enlisted	100	±1	7	6	18	34	34	±7	3.8	±0.2	
E1 – E4	100	±1	9	5	18	36	33	±10	3.8	±0.3	
E5 – E9	100	±1	5	7	18	33	36	±8	3.9	±0.2	
Officers	100	±1	5	7	7	45	36	±13	4.0	±0.3	
O1 – O3	100	±1	3	10	6	45	35	±15	4.0	±0.4	
O4 – O6	100	±0	NR	2	8	NR	NR	±6	3.8	±0.6	
COAST GUARD	100	±1	2	4	12	50	32	±3	4.1	±0.1	
White	100	±1	2	4	11	51	32	±4	4.1	±0.1	
Black	99	±1	3	5	12	52	27	±4	4.0	±0.1	
Hispanic	99	±1	4	4	14	44	34	±5	4.0	±0.1	
Other Race/Ethnicity	100	±1	2	5	13	49	31	±7	4.0	±0.2	
Enlisted	100	±1	2	4	13	49	31	±4	4.0	±0.1	
Officers	100	±1	1	3	7	54	34	±4	4.2	±0.1	
Male	100	±1	2	4	11	51	32	±3	4.1	±0.1	
Female	100	±1	4	6	14	46	29	±3	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	2	4	12	50	32	±3	4.1	±0.1	
Deployed Past 12 Months	100	±1	2	4	12	50	32	±6	4.1	±0.1	

NR: Not reportable



**21. How much do you agree or disagree with the following statements about your workplace?****m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	15	22	25	27	11	±2	3.0	±0.1	
Army	100	±1	17	22	24	26	10	±2	2.9	±0.1	
Navy	99	±1	13	21	25	30	11	±2	3.0	±0.1	
Marine Corps	99	±1	15	21	25	26	13	±4	3.0	±0.1	
Air Force	100	±1	13	22	26	27	12	±2	3.0	±0.1	
Enlisted	100	±1	17	22	26	25	10	±2	2.9	±0.1	
E1 – E4	100	±1	20	21	26	24	9	±3	2.8	±0.1	
E5 – E9	100	±1	14	23	26	26	11	±2	3.0	±0.1	
Officers	100	±1	8	19	22	35	17	±3	3.3	±0.1	
O1 – O3	100	±1	9	21	24	33	14	±4	3.2	±0.1	
O4 – O6	100	±1	7	16	19	37	22	±4	3.5	±0.1	
Male	100	±1	15	21	25	27	12	±2	3.0	±0.1	
Female	100	±1	16	25	28	24	8	±3	2.8	±0.1	
Not Deployed Past 12 Months	100	±1	13	21	27	27	12	±2	3.0	±0.1	
Deployed Past 12 Months	100	±1	18	23	23	26	10	±2	2.9	±0.1	
<b>WHITE</b>	100	±1	15	23	24	27	11	±2	3.0	±0.1	
Army	100	±1	17	24	23	26	10	±3	2.9	±0.1	
Navy	99	±1	13	22	24	30	10	±4	3.0	±0.1	
Marine Corps	99	±2	16	22	24	26	12	±5	2.9	±0.2	
Air Force	100	±1	14	23	25	27	12	±3	3.0	±0.1	
Enlisted	100	±1	17	24	25	25	9	±2	2.8	±0.1	
E1 – E4	100	±1	21	23	25	23	7	±3	2.7	±0.1	
E5 – E9	100	±1	14	25	24	26	11	±3	3.0	±0.1	
Officers	100	±1	7	19	21	35	18	±3	3.4	±0.1	
O1 – O3	100	±1	9	22	22	33	15	±5	3.2	±0.2	
O4 – O6	100	±1	6	15	19	38	22	±5	3.5	±0.2	
<b>BLACK</b>	99	±1	14	19	28	28	11	±3	3.0	±0.1	
Army	99	±1	17	18	28	27	10	±4	2.9	±0.2	
Navy	100	±1	11	20	26	32	11	±4	3.1	±0.1	
Marine Corps	99	±1	10	19	26	27	17	±5	3.2	±0.2	
Air Force	100	±1	12	20	33	25	10	±4	3.0	±0.1	
Enlisted	99	±1	14	19	28	27	11	±3	3.0	±0.1	
E1 – E4	99	±1	17	16	27	27	12	±5	3.0	±0.2	
E5 – E9	99	±1	12	21	29	27	10	±3	3.0	±0.1	
Officers	100	±1	11	18	28	31	13	±4	3.2	±0.1	
O1 – O3	100	±1	10	17	30	33	10	±5	3.2	±0.2	
O4 – O6	100	±1	9	16	27	33	15	±6	3.3	±0.2	
<b>HISPANIC</b>	100	±1	16	20	26	24	13	±3	3.0	±0.1	
Army	100	±1	18	21	25	23	13	±4	2.9	±0.2	
Navy	99	±2	15	19	28	26	11	±5	3.0	±0.2	
Marine Corps	100	±1	16	19	27	24	15	±7	3.0	±0.2	
Air Force	100	±1	15	20	27	24	14	±6	3.0	±0.2	
Enlisted	100	±1	17	20	27	23	13	±3	3.0	±0.1	
E1 – E4	100	±1	20	19	27	20	13	±5	2.9	±0.2	
E5 – E9	100	±1	14	21	26	26	13	±3	3.0	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21m. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	7	20	23	33	17	±6	3.3	±0.2	
O1 – O3	100	±0	7	21	25	33	14	±8	3.3	±0.2	
O4 – O6	99	±1	8	18	18	32	24	±9	3.5	±0.2	
AIAN	100	±1	14	29	23	24	10	±11	2.9	±0.2	
Army	100	±1	16	28	25	22	9	±17	2.8	±0.4	
Navy	100	±1	12	33	22	23	10	±15	2.8	±0.3	
Marine Corps	100	±1	8	NR	NR	20	14	±15	3.0	±0.5	
Air Force	100	±1	NR	NR	18	NR	8	±8	2.9	±0.5	
Enlisted	100	±1	16	26	26	23	9	±11	2.8	±0.2	
E1 – E4	100	±1	18	NR	25	23	8	±15	2.8	±0.4	
E5 – E9	100	±1	13	26	26	24	11	±11	2.9	±0.3	
Officers	100	±1	4	NR	7	NR	NR	±6	2.9	±0.6	
O1 – O3	100	±1	7	NR	8	19	9	±16	2.7	±0.5	
O4 – O6	100	±0	3	NR	5	NR	NR	±8	NR		
ASIAN	100	±1	11	16	30	32	11	±4	3.2	±0.1	
Army	99	±1	16	17	27	32	8	±7	3.0	±0.2	
Navy	99	±1	10	16	31	31	12	±5	3.2	±0.2	
Marine Corps	100	±1	9	11	24	43	13	±14	3.4	±0.2	
Air Force	100	±1	9	17	33	28	12	±7	3.2	±0.2	
Enlisted	99	±1	12	16	31	30	10	±4	3.1	±0.1	
E1 – E4	99	±1	15	16	29	32	8	±7	3.0	±0.2	
E5 – E9	100	±1	9	17	33	29	12	±5	3.2	±0.1	
Officers	100	±1	9	14	23	39	15	±8	3.4	±0.2	
O1 – O3	100	±1	11	13	25	39	11	±10	3.3	±0.3	
O4 – O6	100	±1	5	15	17	39	23	±15	3.6	±0.3	
NHPI	100	±1	7	24	27	29	13	±10	3.2	±0.2	
Army	100	±1	4	28	28	28	11	±16	3.1	±0.3	
Navy	100	±1	17	20	16	26	NR	±14	3.2	±0.5	
Marine Corps	100	±0	10	13	29	34	14	±14	3.3	±0.3	
Air Force	100	±1	7	18	31	32	12	±17	3.2	±0.2	
Enlisted	100	±1	7	22	28	30	14	±10	3.2	±0.2	
Officers	100	±1	4	NR	15	13	9	±17	2.6	±0.5	
TWO OR MORE RACES	100	±1	21	20	27	24	9	±6	2.8	±0.2	
Army	100	±1	27	18	32	17	5	±14	2.5	±0.3	
Navy	100	±1	17	23	25	24	12	±9	2.9	±0.3	
Marine Corps	100	±1	NR	9	23	NR	8	±18	3.0	±0.6	
Air Force	100	±1	14	23	24	27	12	±10	3.0	±0.3	
Enlisted	100	±1	22	20	25	24	8	±7	2.7	±0.2	
E1 – E4	100	±1	27	13	27	27	7	±11	2.7	±0.3	
E5 – E9	100	±1	17	30	24	20	10	±8	2.8	±0.2	
Officers	100	±1	10	14	37	23	16	±13	3.2	±0.3	
O1 – O3	100	±0	9	17	38	20	15	±16	3.2	±0.4	
O4 – O6	100	±1	NR	8	NR	NR	NR	±6	3.4	±0.6	
COAST GUARD	100	±1	8	20	27	33	12	±3	3.2	±0.1	
White	100	±1	8	20	26	33	13	±4	3.2	±0.1	
Black	99	±1	9	18	27	35	11	±4	3.2	±0.1	
Hispanic	100	±1	8	19	32	30	11	±5	3.2	±0.1	
Other Race/Ethnicity	100	±1	7	19	31	35	8	±7	3.2	±0.1	
Enlisted	100	±1	9	20	29	30	12	±3	3.2	±0.1	
Officers	100	±1	5	18	21	43	13	±5	3.4	±0.1	
Male	100	±1	8	19	26	33	13	±3	3.2	±0.1	
Female	100	±1	9	22	31	28	10	±3	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	8	20	26	33	13	±3	3.2	±0.1	
Deployed Past 12 Months	99	±2	8	20	28	33	10	±6	3.2	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****n. My supervisor helps everyone in my work group feel included.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	8	11	23	40	18	±2	3.5	±0.1	
Army	100	±1	10	13	23	38	17	±3	3.4	±0.1	
Navy	100	±1	7	11	24	41	17	±3	3.5	±0.1	
Marine Corps	99	±1	8	10	23	41	17	±4	3.5	±0.1	
Air Force	100	±1	6	8	22	42	22	±3	3.7	±0.1	
Enlisted	100	±1	9	11	23	39	17	±2	3.5	±0.1	
E1 – E4	100	±1	12	12	24	37	16	±3	3.3	±0.1	
E5 – E9	100	±1	6	11	23	42	19	±2	3.6	±0.1	
Officers	100	±1	5	10	19	44	23	±3	3.7	±0.1	
O1 – O3	100	±1	5	10	20	45	20	±4	3.6	±0.1	
O4 – O6	100	±1	4	8	18	42	28	±4	3.8	±0.1	
Male	100	±1	7	10	23	41	18	±2	3.5	±0.1	
Female	100	±1	12	13	24	32	18	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	7	10	23	41	19	±2	3.6	±0.1	
Deployed Past 12 Months	100	±1	10	12	23	39	16	±2	3.4	±0.1	
<b>WHITE</b>	100	±1	8	11	22	41	17	±2	3.5	±0.1	
Army	100	±1	10	14	21	39	15	±3	3.4	±0.1	
Navy	100	±1	7	11	24	42	17	±4	3.5	±0.1	
Marine Corps	99	±2	9	11	23	41	16	±5	3.4	±0.2	
Air Force	100	±1	5	8	21	44	22	±3	3.7	±0.1	
Enlisted	100	±1	9	12	23	40	16	±2	3.4	±0.1	
E1 – E4	100	±1	12	13	23	39	14	±4	3.3	±0.1	
E5 – E9	100	±1	6	11	23	42	18	±3	3.5	±0.1	
Officers	100	±1	4	9	19	44	23	±4	3.7	±0.1	
O1 – O3	100	±1	5	10	19	46	20	±5	3.7	±0.1	
O4 – O6	100	±1	4	8	18	42	28	±5	3.8	±0.1	
<b>BLACK</b>	99	±1	8	10	23	39	20	±3	3.5	±0.1	
Army	99	±1	11	10	24	36	19	±4	3.4	±0.2	
Navy	99	±1	7	12	22	42	18	±4	3.5	±0.1	
Marine Corps	100	±1	5	9	24	38	26	±5	3.7	±0.1	
Air Force	100	±1	6	9	21	42	22	±4	3.7	±0.1	
Enlisted	100	±1	9	10	23	39	20	±3	3.5	±0.1	
E1 – E4	100	±1	12	10	25	34	20	±5	3.4	±0.2	
E5 – E9	99	±1	7	10	22	42	20	±3	3.6	±0.1	
Officers	99	±1	6	10	21	40	23	±4	3.6	±0.1	
O1 – O3	99	±1	6	10	22	42	20	±5	3.6	±0.2	
O4 – O6	99	±1	4	9	17	40	28	±7	3.8	±0.2	
<b>HISPANIC</b>	100	±1	8	9	24	39	20	±3	3.5	±0.1	
Army	100	±1	10	10	25	35	21	±4	3.5	±0.1	
Navy	100	±1	10	10	25	40	15	±5	3.4	±0.2	
Marine Corps	100	±0	5	8	21	47	19	±7	3.7	±0.2	
Air Force	100	±1	8	7	22	38	25	±6	3.7	±0.2	
Enlisted	100	±1	9	9	24	38	20	±3	3.5	±0.1	
E1 – E4	100	±1	10	8	27	35	20	±5	3.5	±0.2	
E5 – E9	100	±1	7	10	22	41	20	±4	3.6	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21n. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	5	8	20	44	23	±6	3.7	±0.2	
O1 – O3	100	±0	5	7	22	44	22	±8	3.7	±0.2	
O4 – O6	99	±1	5	6	17	42	30	±8	3.9	±0.2	
AIAN	100	±1	8	19	25	35	13	±12	3.3	±0.2	
Army	100	±1	8	NR	25	33	12	±14	3.2	±0.3	
Navy	100	±1	6	17	24	38	15	±14	3.4	±0.3	
Marine Corps	100	±1	6	NR	16	NR	14	±11	NR		
Air Force	100	±1	NR	5	NR	26	14	±11	3.2	±0.4	
Enlisted	100	±1	9	16	27	35	13	±13	3.3	±0.2	
E1 – E4	100	±1	8	NR	26	30	12	±14	3.1	±0.4	
E5 – E9	100	±1	10	8	29	40	14	±11	3.4	±0.2	
Officers	100	±1	2	NR	NR	NR	NR	±2	NR		
O1 – O3	100	±1	3	NR	9	NR	12	±12	NR		
O4 – O6	100	±1	1	NR	NR	NR	NR	±3	NR		
ASIAN	99	±1	6	9	23	44	19	±4	3.6	±0.1	
Army	99	±2	11	12	25	39	13	±9	3.3	±0.2	
Navy	99	±1	4	9	22	44	22	±5	3.7	±0.2	
Marine Corps	100	±1	4	6	23	53	14	±12	3.7	±0.2	
Air Force	100	±1	3	5	22	47	23	±6	3.8	±0.1	
Enlisted	99	±1	6	9	23	43	19	±4	3.6	±0.1	
E1 – E4	100	±1	8	9	23	43	17	±7	3.5	±0.2	
E5 – E9	99	±2	5	9	23	44	20	±5	3.7	±0.1	
Officers	100	±1	5	7	23	48	17	±7	3.7	±0.2	
O1 – O3	100	±1	7	5	25	50	13	±9	3.6	±0.2	
O4 – O6	100	±1	3	8	20	44	26	±12	3.8	±0.2	
NHPI	100	±1	4	9	27	42	18	±11	3.6	±0.2	
Army	100	±0	3	10	34	42	12	±16	3.5	±0.3	
Navy	100	±1	10	8	15	36	31	±17	3.7	±0.4	
Marine Corps	100	±1	5	5	21	45	25	±16	3.8	±0.2	
Air Force	100	±1	2	6	18	49	25	±12	3.9	±0.1	
Enlisted	100	±1	4	9	28	41	18	±11	3.6	±0.2	
Officers	100	±1	1	2	7	NR	15	±16	4.0	±0.1	
TWO OR MORE RACES	100	±1	10	11	29	32	17	±6	3.3	±0.2	
Army	100	±1	14	16	24	33	13	±12	3.2	±0.4	
Navy	100	±1	12	13	23	33	19	±9	3.4	±0.3	
Marine Corps	100	±1	4	3	NR	33	8	±17	3.4	±0.2	
Air Force	100	±1	6	7	33	31	22	±10	3.6	±0.2	
Enlisted	100	±1	11	12	30	31	16	±7	3.3	±0.2	
E1 – E4	100	±1	15	14	29	28	15	±11	3.2	±0.3	
E5 – E9	100	±1	6	9	32	35	18	±8	3.5	±0.2	
Officers	100	±0	6	11	26	40	18	±12	3.5	±0.3	
O1 – O3	100	±0	4	14	29	37	16	±16	3.5	±0.3	
O4 – O6	100	±0	NR	4	NR	NR	NR	±4	3.6	±0.6	
COAST GUARD	100	±1	4	9	24	46	16	±3	3.6	±0.1	
White	100	±1	5	9	23	48	15	±4	3.6	±0.1	
Black	100	±1	6	10	22	43	20	±4	3.6	±0.1	
Hispanic	100	±1	4	10	25	42	20	±5	3.6	±0.1	
Other Race/Ethnicity	99	±1	4	9	26	44	17	±7	3.6	±0.2	
Enlisted	100	±1	5	10	25	44	16	±4	3.6	±0.1	
Officers	100	±1	2	7	17	57	16	±4	3.8	±0.1	
Male	100	±1	4	8	23	48	16	±3	3.6	±0.1	
Female	100	±1	8	15	26	35	17	±3	3.4	±0.1	
Not Deployed Past 12 Months	100	±1	4	9	23	46	17	±3	3.6	±0.1	
Deployed Past 12 Months	99	±2	6	10	25	48	12	±6	3.5	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	9	9	16	39	27	±2	3.7	±0.1	
Army	99	±1	12	9	17	37	25	±3	3.5	±0.1	
Navy	100	±1	8	10	17	41	24	±3	3.6	±0.1	
Marine Corps	99	±1	9	9	15	40	28	±4	3.7	±0.1	
Air Force	100	±1	5	6	16	41	33	±3	3.9	±0.1	
Enlisted	100	±1	10	9	17	39	25	±2	3.6	±0.1	
E1 – E4	99	±1	13	9	19	37	23	±3	3.5	±0.1	
E5 – E9	100	±1	7	9	16	41	27	±2	3.7	±0.1	
Officers	100	±1	4	7	12	41	35	±3	4.0	±0.1	
O1 – O3	100	±1	5	7	13	42	32	±4	3.9	±0.1	
O4 – O6	99	±1	3	6	10	38	42	±4	4.1	±0.1	
Male	100	±1	8	8	16	40	27	±2	3.7	±0.1	
Female	99	±1	13	11	18	34	24	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	8	8	16	39	29	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	11	10	17	39	24	±2	3.5	±0.1	
<b>WHITE</b>	100	±1	9	9	15	40	27	±2	3.7	±0.1	
Army	100	±1	12	10	15	39	24	±3	3.6	±0.1	
Navy	100	±1	7	10	16	41	25	±4	3.7	±0.1	
Marine Corps	99	±1	9	10	15	39	27	±6	3.7	±0.2	
Air Force	100	±1	5	5	15	42	33	±3	3.9	±0.1	
Enlisted	100	±1	10	9	16	40	25	±2	3.6	±0.1	
E1 – E4	100	±1	13	8	18	38	22	±4	3.5	±0.1	
E5 – E9	100	±1	7	10	14	42	27	±3	3.7	±0.1	
Officers	100	±1	4	7	12	41	37	±4	4.0	±0.1	
O1 – O3	100	±1	5	7	13	42	33	±5	3.9	±0.2	
O4 – O6	99	±1	3	6	10	38	44	±5	4.1	±0.1	
<b>BLACK</b>	99	±1	10	9	19	36	26	±3	3.6	±0.1	
Army	99	±1	13	8	20	34	25	±4	3.5	±0.2	
Navy	99	±1	9	12	17	39	23	±4	3.6	±0.1	
Marine Corps	99	±1	5	7	18	35	35	±5	3.9	±0.2	
Air Force	99	±1	7	7	18	39	30	±4	3.8	±0.1	
Enlisted	99	±1	10	9	19	36	26	±3	3.6	±0.1	
E1 – E4	99	±1	14	8	21	32	25	±5	3.5	±0.2	
E5 – E9	99	±1	8	9	18	38	27	±3	3.7	±0.1	
Officers	100	±1	7	9	15	40	29	±4	3.7	±0.1	
O1 – O3	99	±1	7	10	17	41	25	±5	3.7	±0.2	
O4 – O6	100	±1	6	8	11	41	33	±6	3.9	±0.1	
<b>HISPANIC</b>	100	±1	9	8	17	38	28	±3	3.7	±0.1	
Army	100	±1	11	9	18	33	29	±4	3.6	±0.2	
Navy	100	±1	10	10	17	40	22	±5	3.5	±0.2	
Marine Corps	100	±1	7	6	13	44	30	±7	3.8	±0.2	
Air Force	100	±1	6	6	16	38	33	±6	3.9	±0.2	
Enlisted	100	±1	10	8	17	37	28	±3	3.7	±0.1	
E1 – E4	100	±1	12	9	19	33	27	±5	3.5	±0.2	
E5 – E9	100	±1	7	8	16	41	28	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21o. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±1	4	7	13	41	34	±6	3.9	±0.2	
O1 – O3	99	±1	5	5	14	40	35	±8	4.0	±0.2	
O4 – O6	99	±1	3	5	10	40	42	±8	4.1	±0.2	
AIAN	100	±1	10	16	19	35	20	±10	3.4	±0.3	
Army	99	±1	16	11	19	39	16	±16	3.3	±0.4	
Navy	100	±1	9	20	23	25	23	±17	3.3	±0.3	
Marine Corps	99	±1	6	NR	10	NR	21	±16	NR		
Air Force	100	±0	3	NR	NR	33	23	±17	3.6	±0.4	
Enlisted	100	±1	12	16	18	35	19	±12	3.3	±0.3	
E1 – E4	99	±1	16	NR	14	37	15	±17	3.2	±0.5	
E5 – E9	100	±1	8	14	22	33	23	±11	3.5	±0.2	
Officers	100	±1	2	NR	NR	NR	NR	±3	3.5	±0.5	
O1 – O3	100	±1	4	NR	8	NR	20	±17	NR		
O4 – O6	100	±0	2	NR	NR	NR	NR	±3	NR		
ASIAN	99	±1	6	8	19	44	23	±4	3.7	±0.1	
Army	99	±1	10	12	24	37	16	±8	3.4	±0.2	
Navy	99	±1	5	8	17	45	24	±5	3.7	±0.2	
Marine Corps	100	±1	4	7	14	53	23	±12	3.8	±0.1	
Air Force	99	±1	4	4	18	44	30	±7	3.9	±0.1	
Enlisted	99	±1	6	9	20	42	22	±4	3.6	±0.1	
E1 – E4	99	±1	6	11	18	43	21	±8	3.6	±0.2	
E5 – E9	99	±1	6	8	21	42	23	±5	3.7	±0.1	
Officers	99	±1	5	4	16	49	25	±7	3.9	±0.2	
O1 – O3	99	±1	6	4	19	51	20	±9	3.7	±0.2	
O4 – O6	100	±1	3	4	11	46	37	±12	4.1	±0.2	
NHPI	100	±1	8	8	19	41	24	±10	3.7	±0.2	
Army	100	±1	9	9	26	40	16	±16	3.5	±0.3	
Navy	100	±1	12	10	9	34	35	±16	3.7	±0.5	
Marine Corps	100	±0	2	6	10	49	33	±13	4.0	±0.2	
Air Force	100	±1	2	4	12	47	34	±12	4.1	±0.1	
Enlisted	100	±1	8	8	20	39	24	±10	3.6	±0.2	
Officers	98	±4	1	1	4	NR	NR	±6	4.1	±0.2	
TWO OR MORE RACES	99	±1	14	8	16	35	27	±6	3.5	±0.2	
Army	100	±1	21	7	13	37	22	±13	3.3	±0.4	
Navy	100	±1	11	11	17	35	25	±9	3.5	±0.3	
Marine Corps	97	±7	NR	7	NR	NR	24	±16	3.3	±0.7	
Air Force	100	±1	5	6	18	34	37	±10	3.9	±0.2	
Enlisted	99	±1	15	8	17	33	26	±7	3.5	±0.2	
E1 – E4	99	±2	22	5	14	35	24	±11	3.3	±0.4	
E5 – E9	100	±1	8	11	21	32	29	±8	3.6	±0.2	
Officers	100	±0	5	11	7	44	33	±13	3.9	±0.3	
O1 – O3	100	±0	4	14	8	38	36	±16	3.9	±0.4	
O4 – O6	100	±0	NR	6	6	NR	NR	±5	3.8	±0.6	
COAST GUARD	100	±1	4	8	14	47	26	±3	3.8	±0.1	
White	100	±1	4	8	14	49	26	±4	3.8	±0.1	
Black	99	±1	6	7	17	43	27	±4	3.8	±0.1	
Hispanic	100	±1	6	8	15	44	28	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	5	8	18	43	26	±7	3.8	±0.2	
Enlisted	100	±1	5	9	15	46	25	±4	3.8	±0.1	
Officers	100	±1	2	4	10	51	33	±4	4.1	±0.1	
Male	100	±1	3	8	14	49	27	±3	3.9	±0.1	
Female	100	±1	9	12	19	37	24	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	4	8	14	48	27	±3	3.9	±0.1	
Deployed Past 12 Months	100	±0	6	8	17	45	24	±6	3.7	±0.2	

NR: Not reportable

**21. How much do you agree or disagree with the following statements about your workplace?****p. At my workplace, all employees are kept well informed about issues and decisions that affect them.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	12	15	19	35	18	±2	3.3	±0.1	
Army	100	±1	16	17	20	31	15	±2	3.1	±0.1	
Navy	100	±1	10	16	19	37	18	±3	3.4	±0.1	
Marine Corps	100	±1	11	13	17	39	20	±4	3.4	±0.1	
Air Force	100	±1	9	14	18	38	21	±3	3.5	±0.1	
Enlisted	100	±1	13	16	20	34	17	±2	3.3	±0.1	
E1 – E4	100	±1	17	16	21	31	16	±3	3.1	±0.1	
E5 – E9	100	±1	10	16	19	36	19	±2	3.4	±0.1	
Officers	100	±1	8	13	16	43	21	±3	3.6	±0.1	
O1 – O3	99	±1	8	15	15	44	17	±4	3.5	±0.1	
O4 – O6	100	±1	6	11	15	42	26	±4	3.7	±0.1	
Male	100	±1	12	15	19	36	18	±2	3.3	±0.1	
Female	100	±1	15	18	19	31	16	±3	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	11	15	19	36	19	±2	3.4	±0.1	
Deployed Past 12 Months	100	±1	15	17	19	34	16	±2	3.2	±0.1	
<b>WHITE</b>	100	±1	13	16	19	35	17	±2	3.3	±0.1	
Army	100	±1	17	18	20	31	14	±3	3.1	±0.1	
Navy	100	±1	10	17	18	37	18	±4	3.3	±0.1	
Marine Corps	100	±1	13	13	16	39	19	±5	3.4	±0.2	
Air Force	100	±1	9	14	18	37	21	±3	3.5	±0.1	
Enlisted	100	±1	14	17	19	33	16	±2	3.2	±0.1	
E1 – E4	100	±1	18	16	21	30	15	±4	3.1	±0.1	
E5 – E9	100	±1	10	18	18	35	18	±3	3.3	±0.1	
Officers	100	±1	7	13	15	43	21	±4	3.6	±0.1	
O1 – O3	99	±1	8	15	15	45	17	±5	3.5	±0.2	
O4 – O6	100	±1	6	10	15	42	27	±5	3.8	±0.1	
<b>BLACK</b>	100	±1	11	14	19	36	20	±3	3.4	±0.1	
Army	100	±1	15	16	19	32	18	±4	3.2	±0.2	
Navy	100	±1	8	14	20	39	19	±4	3.5	±0.1	
Marine Corps	99	±1	6	12	18	38	26	±5	3.7	±0.2	
Air Force	100	±1	9	11	18	39	22	±4	3.5	±0.1	
Enlisted	100	±1	12	14	19	35	20	±3	3.4	±0.1	
E1 – E4	100	±1	15	16	20	30	20	±5	3.2	±0.2	
E5 – E9	100	±1	10	13	18	39	20	±3	3.5	±0.1	
Officers	100	±1	7	14	19	40	20	±4	3.5	±0.1	
O1 – O3	100	±1	6	15	20	41	18	±5	3.5	±0.2	
O4 – O6	100	±1	6	15	15	42	22	±7	3.6	±0.2	
<b>HISPANIC</b>	100	±1	12	14	20	34	20	±3	3.4	±0.1	
Army	100	±1	14	17	20	30	19	±4	3.2	±0.2	
Navy	100	±1	13	13	20	36	18	±5	3.3	±0.2	
Marine Corps	100	±1	8	11	20	39	22	±7	3.6	±0.2	
Air Force	100	±1	9	12	17	38	24	±6	3.5	±0.2	
Enlisted	100	±1	12	14	20	34	20	±3	3.4	±0.1	
E1 – E4	100	±1	15	15	20	31	20	±5	3.3	±0.2	
E5 – E9	100	±1	10	13	20	36	20	±3	3.4	±0.1	

Note. Percent responding are active duty members who answered the question. Items 21a-21p are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

21p. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	7	12	15	41	24	±6	3.6	±0.2	
O1 – O3	100	±0	7	12	15	43	23	±8	3.6	±0.2	
O4 – O6	99	±1	4	13	14	39	31	±9	3.8	±0.2	
AIAN	100	±1	20	16	19	31	13	±12	3.0	±0.3	
Army	100	±1	25	18	17	28	12	±18	2.8	±0.5	
Navy	100	±1	13	26	13	35	12	±16	3.1	±0.3	
Marine Corps	99	±1	NR	6	16	NR	16	±13	NR		
Air Force	100	±1	7	10	NR	33	14	±17	3.4	±0.2	
Enlisted	100	±1	20	16	20	32	12	±12	3.0	±0.3	
E1 – E4	100	±1	NR	17	15	28	13	±15	2.8	±0.5	
E5 – E9	100	±1	12	14	26	36	12	±11	3.2	±0.2	
Officers	100	±1	NR	NR	10	NR	NR	±14	NR		
O1 – O3	99	±2	5	NR	9	NR	12	±12	NR		
O4 – O6	100	±0	NR	NR	NR	9	NR	±13	NR		
ASIAN	100	±1	8	11	21	42	18	±4	3.5	±0.1	
Army	100	±1	12	12	25	39	12	±7	3.3	±0.2	
Navy	100	±1	5	11	19	44	21	±5	3.6	±0.2	
Marine Corps	100	±1	5	8	15	53	19	±12	3.7	±0.2	
Air Force	100	±1	8	11	22	39	20	±7	3.5	±0.2	
Enlisted	100	±1	8	11	22	41	18	±4	3.5	±0.1	
E1 – E4	100	±1	10	11	22	41	16	±7	3.4	±0.2	
E5 – E9	100	±1	7	11	22	42	19	±5	3.6	±0.1	
Officers	100	±1	6	13	17	46	18	±7	3.6	±0.2	
O1 – O3	100	±1	8	14	18	46	14	±10	3.5	±0.3	
O4 – O6	99	±1	4	9	16	46	26	±14	3.8	±0.2	
NHPI	100	±0	6	16	19	40	19	±10	3.5	±0.2	
Army	100	±0	6	18	23	40	14	±16	3.4	±0.3	
Navy	100	±0	9	17	16	29	29	±17	3.5	±0.5	
Marine Corps	100	±0	4	9	19	46	22	±16	3.7	±0.2	
Air Force	100	±0	5	13	12	47	22	±12	3.7	±0.2	
Enlisted	100	±0	6	15	20	40	19	±10	3.5	±0.2	
Officers	100	±0	2	NR	10	NR	14	±15	NR		
TWO OR MORE RACES	100	±1	17	17	20	32	14	±6	3.1	±0.2	
Army	100	±0	21	15	24	30	9	±14	2.9	±0.4	
Navy	99	±2	17	22	18	31	12	±9	3.0	±0.3	
Marine Corps	100	±0	NR	9	14	NR	17	±15	3.2	±0.7	
Air Force	100	±0	10	18	20	33	21	±10	3.4	±0.3	
Enlisted	100	±1	18	16	21	31	14	±7	3.1	±0.2	
E1 – E4	100	±1	25	13	20	33	8	±12	2.9	±0.3	
E5 – E9	99	±2	10	20	22	28	20	±8	3.3	±0.2	
Officers	100	±0	8	20	14	42	16	±12	3.4	±0.3	
O1 – O3	100	±0	7	20	13	41	18	±15	3.4	±0.4	
O4 – O6	100	±0	NR	9	NR	NR	9	±7	3.3	±0.5	
COAST GUARD	100	±1	6	13	20	44	17	±3	3.5	±0.1	
White	100	±1	6	14	19	45	16	±4	3.5	±0.1	
Black	99	±1	7	12	18	44	19	±4	3.6	±0.1	
Hispanic	100	±1	5	13	22	40	20	±5	3.6	±0.1	
Other Race/Ethnicity	100	±1	8	12	26	41	13	±7	3.4	±0.2	
Enlisted	100	±1	7	14	21	42	16	±4	3.5	±0.1	
Officers	100	±1	4	11	16	53	17	±4	3.7	±0.1	
Male	100	±1	6	13	19	45	17	±3	3.5	±0.1	
Female	100	±1	9	17	23	36	15	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	6	13	19	45	17	±3	3.6	±0.1	
Deployed Past 12 Months	100	±0	10	15	22	39	14	±6	3.3	±0.2	

NR: Not reportable



**22. How much do you agree or disagree with the following statements about your immediate supervisor?****a. You trust your supervisor.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	7	8	15	39	30	±2	3.8	±0.1	
Army	100	±1	9	10	16	37	28	±3	3.6	±0.1	
Navy	100	±1	7	10	15	42	26	±3	3.7	±0.1	
Marine Corps	99	±1	7	8	15	39	32	±4	3.8	±0.1	
Air Force	100	±1	5	6	14	40	36	±3	4.0	±0.1	
Enlisted	100	±1	8	9	16	39	28	±2	3.7	±0.1	
E1 – E4	100	±1	10	9	16	37	27	±3	3.6	±0.1	
E5 – E9	99	±1	6	8	16	40	29	±2	3.8	±0.1	
Officers	100	±1	4	6	10	41	38	±3	4.0	±0.1	
O1 – O3	100	±1	5	6	11	44	35	±4	4.0	±0.1	
O4 – O6	100	±1	4	5	9	36	46	±4	4.1	±0.1	
Male	100	±1	7	8	15	40	31	±2	3.8	±0.1	
Female	100	±1	11	11	18	34	26	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	7	8	15	39	32	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	8	10	16	39	27	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	7	8	13	40	32	±2	3.8	±0.1	
Army	100	±1	9	10	14	38	30	±3	3.7	±0.1	
Navy	99	±1	6	9	13	44	28	±4	3.8	±0.1	
Marine Corps	99	±1	8	9	14	37	33	±5	3.8	±0.2	
Air Force	100	±1	4	5	12	41	38	±3	4.0	±0.1	
Enlisted	100	±1	8	9	14	39	30	±2	3.7	±0.1	
E1 – E4	100	±1	10	9	15	38	28	±4	3.7	±0.1	
E5 – E9	100	±1	6	9	14	41	31	±3	3.8	±0.1	
Officers	100	±1	4	6	9	41	40	±4	4.1	±0.1	
O1 – O3	100	±1	5	5	10	44	36	±5	4.0	±0.1	
O4 – O6	100	±1	4	5	7	36	48	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	9	9	20	36	26	±3	3.6	±0.1	
Army	99	±1	11	9	23	34	23	±4	3.5	±0.2	
Navy	99	±1	9	12	19	37	23	±4	3.5	±0.1	
Marine Corps	99	±2	6	7	20	35	32	±5	3.8	±0.2	
Air Force	99	±1	6	8	17	38	31	±4	3.8	±0.1	
Enlisted	99	±1	9	10	21	35	25	±3	3.6	±0.1	
E1 – E4	99	±1	14	12	20	31	23	±5	3.4	±0.2	
E5 – E9	99	±1	7	8	21	38	26	±3	3.7	±0.1	
Officers	100	±1	6	8	18	39	29	±4	3.8	±0.1	
O1 – O3	100	±1	7	8	16	43	27	±5	3.7	±0.2	
O4 – O6	99	±1	5	6	16	40	33	±6	3.9	±0.1	
<b>HISPANIC</b>	100	±1	8	7	16	39	30	±3	3.8	±0.1	
Army	99	±1	10	6	17	37	30	±5	3.7	±0.2	
Navy	100	±1	9	9	17	41	23	±5	3.6	±0.2	
Marine Corps	100	±1	5	7	14	44	30	±7	3.9	±0.2	
Air Force	100	±1	6	6	17	33	37	±6	3.9	±0.2	
Enlisted	100	±1	9	7	17	38	29	±3	3.7	±0.1	
E1 – E4	100	±1	10	7	19	34	30	±5	3.7	±0.2	
E5 – E9	99	±1	8	7	15	42	28	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

22a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±1	3	6	11	42	37	±6	4.0	±0.1	
O1 – O3	100	±1	4	5	11	41	39	±8	4.1	±0.2	
O4 – O6	100	±1	3	5	9	40	43	±8	4.1	±0.2	
AIAN	100	±1	11	11	19	36	24	±9	3.5	±0.3	
Army	100	±1	14	NR	26	30	19	±17	3.3	±0.4	
Navy	100	±0	8	19	14	34	26	±18	3.5	±0.3	
Marine Corps	100	±0	6	4	7	NR	26	±18	3.9	±0.2	
Air Force	100	±1	NR	5	NR	30	33	±17	3.7	±0.6	
Enlisted	100	±1	12	11	16	37	24	±10	3.5	±0.3	
E1 – E4	100	±1	NR	NR	13	39	22	±16	3.4	±0.5	
E5 – E9	100	±1	10	9	20	34	27	±11	3.6	±0.3	
Officers	100	±1	2	NR	NR	NR	NR	±2	3.6	±0.5	
O1 – O3	100	±0	3	NR	9	NR	20	±17	NR		
O4 – O6	100	±1	2	2	NR	NR	NR	±4	NR		
ASIAN	99	±1	5	7	17	43	27	±4	3.8	±0.1	
Army	99	±1	7	11	19	39	23	±9	3.6	±0.2	
Navy	100	±1	4	7	18	46	25	±5	3.8	±0.2	
Marine Corps	99	±1	5	4	14	50	27	±12	3.9	±0.1	
Air Force	99	±1	3	4	15	41	37	±6	4.1	±0.1	
Enlisted	99	±1	5	8	18	43	26	±4	3.8	±0.1	
E1 – E4	99	±1	5	11	16	43	25	±9	3.7	±0.2	
E5 – E9	100	±1	6	5	19	44	26	±5	3.8	±0.1	
Officers	99	±1	3	5	15	44	32	±7	4.0	±0.2	
O1 – O3	99	±1	4	6	17	44	29	±10	3.9	±0.2	
O4 – O6	100	±1	2	4	11	43	40	±12	4.1	±0.2	
NHPI	100	±1	5	6	20	38	31	±10	3.8	±0.2	
Army	100	±1	4	7	27	39	24	±16	3.7	±0.3	
Navy	100	±0	13	7	8	36	37	±16	3.8	±0.5	
Marine Corps	99	±2	3	4	8	30	54	±12	4.3	±0.3	
Air Force	100	±1	2	5	12	43	38	±13	4.1	±0.1	
Enlisted	100	±1	5	6	20	38	30	±11	3.8	±0.2	
Officers	100	±0	0	2	NR	NR	NR	±4	4.4	±0.4	
TWO OR MORE RACES	100	±1	10	11	15	40	24	±6	3.6	±0.2	
Army	100	±1	10	17	17	41	16	±13	3.3	±0.3	
Navy	100	±1	11	12	11	37	28	±9	3.6	±0.3	
Marine Corps	100	±1	NR	3	NR	NR	26	±17	3.6	±0.6	
Air Force	100	±1	6	5	15	42	31	±10	3.9	±0.2	
Enlisted	100	±1	11	11	15	40	23	±7	3.5	±0.2	
E1 – E4	100	±1	15	11	12	43	19	±11	3.4	±0.3	
E5 – E9	100	±1	6	12	19	36	27	±8	3.7	±0.2	
Officers	100	±1	6	8	15	39	32	±13	3.8	±0.3	
O1 – O3	100	±0	4	11	11	41	33	±16	3.9	±0.4	
O4 – O6	100	±1	NR	3	NR	NR	NR	±3	3.8	±0.6	
COAST GUARD	100	±1	3	7	15	45	30	±3	3.9	±0.1	
White	100	±1	3	7	14	45	32	±4	3.9	±0.1	
Black	99	±1	6	8	18	42	26	±4	3.7	±0.1	
Hispanic	100	±1	4	8	16	46	27	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	6	5	17	46	26	±7	3.8	±0.2	
Enlisted	100	±1	4	8	16	44	28	±4	3.8	±0.1	
Officers	100	±1	1	4	8	49	37	±4	4.2	±0.1	
Male	100	±1	3	7	14	46	31	±3	3.9	±0.1	
Female	100	±1	6	11	19	37	26	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	14	44	31	±3	3.9	±0.1	
Deployed Past 12 Months	99	±2	5	7	16	46	26	±6	3.8	±0.2	

NR: Not reportable

**22. How much do you agree or disagree with the following statements about your immediate supervisor?****b. Your supervisor ensures that all assigned personnel are treated fairly.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	6	9	17	39	28	±2	3.7	±0.1	
Army	99	±1	9	11	18	37	25	±3	3.6	±0.1	
Navy	99	±1	5	11	17	41	25	±3	3.7	±0.1	
Marine Corps	100	±1	7	8	15	40	29	±4	3.8	±0.1	
Air Force	100	±1	4	5	16	40	34	±3	4.0	±0.1	
Enlisted	99	±1	7	10	18	39	26	±2	3.7	±0.1	
E1 – E4	100	±1	10	12	19	37	24	±3	3.5	±0.1	
E5 – E9	99	±1	5	8	17	41	28	±2	3.8	±0.1	
Officers	99	±1	3	6	12	41	38	±3	4.0	±0.1	
O1 – O3	99	±1	3	6	12	44	34	±4	4.0	±0.1	
O4 – O6	100	±1	3	4	11	36	46	±4	4.2	±0.1	
Male	99	±1	6	9	17	40	29	±2	3.8	±0.1	
Female	99	±1	10	12	19	35	24	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	6	8	17	39	29	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	8	11	17	39	26	±2	3.6	±0.1	
<b>WHITE</b>	99	±1	6	10	16	39	29	±2	3.8	±0.1	
Army	99	±1	8	12	17	37	27	±3	3.6	±0.1	
Navy	99	±1	4	13	17	40	26	±4	3.7	±0.1	
Marine Corps	100	±1	8	9	14	39	30	±5	3.7	±0.2	
Air Force	99	±1	3	6	15	41	35	±3	4.0	±0.1	
Enlisted	99	±1	6	11	17	39	26	±2	3.7	±0.1	
E1 – E4	99	±1	9	13	18	37	24	±4	3.5	±0.1	
E5 – E9	99	±1	4	9	16	41	29	±3	3.8	±0.1	
Officers	99	±1	3	6	11	40	40	±4	4.1	±0.1	
O1 – O3	99	±2	3	7	11	44	35	±5	4.0	±0.1	
O4 – O6	100	±1	3	4	11	34	49	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	8	7	20	39	26	±3	3.7	±0.1	
Army	99	±1	11	7	22	37	24	±4	3.6	±0.2	
Navy	100	±1	7	10	17	43	23	±4	3.6	±0.1	
Marine Corps	99	±1	4	4	20	37	35	±6	4.0	±0.1	
Air Force	99	±1	5	5	20	39	30	±4	3.9	±0.1	
Enlisted	99	±1	8	7	20	39	26	±3	3.7	±0.1	
E1 – E4	100	±1	12	9	21	34	24	±5	3.5	±0.2	
E5 – E9	99	±1	6	7	20	42	26	±3	3.8	±0.1	
Officers	100	±1	6	6	19	41	28	±4	3.8	±0.1	
O1 – O3	100	±1	6	7	19	42	27	±5	3.8	±0.1	
O4 – O6	99	±1	4	6	14	43	32	±6	3.9	±0.1	
<b>HISPANIC</b>	100	±1	7	8	17	40	27	±3	3.7	±0.1	
Army	100	±1	9	9	19	37	27	±5	3.6	±0.2	
Navy	99	±2	8	9	17	43	23	±5	3.7	±0.2	
Marine Corps	100	±1	5	7	15	47	27	±7	3.8	±0.2	
Air Force	100	±1	6	5	18	36	34	±6	3.9	±0.2	
Enlisted	100	±1	8	8	18	40	27	±3	3.7	±0.1	
E1 – E4	100	±0	9	9	19	38	24	±5	3.6	±0.2	
E5 – E9	99	±1	6	7	17	41	29	±3	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

22b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	4	4	11	45	36	±6	4.0	±0.1	
O1 – O3	100	±1	3	5	13	41	38	±8	4.1	±0.2	
O4 – O6	100	±1	3	5	10	40	42	±8	4.1	±0.1	
AIAN	100	±1	10	10	20	37	23	±9	3.5	±0.3	
Army	100	±1	NR	16	19	33	19	±16	3.3	±0.4	
Navy	100	±1	7	9	29	31	23	±15	3.5	±0.2	
Marine Corps	100	±0	4	4	10	NR	24	±17	4.0	±0.2	
Air Force	100	±1	NR	4	NR	30	31	±17	3.7	±0.6	
Enlisted	100	±1	11	11	17	38	23	±10	3.5	±0.3	
E1 – E4	100	±1	NR	15	14	39	19	±17	3.4	±0.5	
E5 – E9	100	±1	10	6	21	36	27	±10	3.6	±0.3	
Officers	100	±1	2	NR	NR	NR	NR	±2	3.6	±0.5	
O1 – O3	100	±0	3	3	NR	NR	20	±17	3.7	±0.4	
O4 – O6	100	±1	1	NR	NR	NR	NR	±3	NR		
ASIAN	100	±1	5	8	18	43	25	±4	3.8	±0.1	
Army	99	±1	7	13	20	40	19	±8	3.5	±0.2	
Navy	100	±1	3	8	18	45	26	±5	3.8	±0.2	
Marine Corps	100	±1	4	5	14	52	25	±12	3.9	±0.1	
Air Force	99	±1	5	3	19	41	32	±6	3.9	±0.2	
Enlisted	100	±1	5	9	19	43	24	±4	3.7	±0.1	
E1 – E4	100	±1	6	12	18	41	23	±8	3.6	±0.2	
E5 – E9	99	±1	4	7	21	44	25	±5	3.8	±0.1	
Officers	100	±1	3	5	14	48	30	±7	4.0	±0.2	
O1 – O3	100	±1	3	6	14	50	27	±9	3.9	±0.2	
O4 – O6	99	±1	2	4	12	44	39	±12	4.1	±0.2	
NHPI	99	±1	3	9	17	45	25	±10	3.8	±0.2	
Army	100	±1	2	11	22	48	17	±16	3.7	±0.3	
Navy	100	±1	10	8	9	37	37	±16	3.8	±0.4	
Marine Corps	99	±2	1	7	8	40	44	±13	4.2	±0.2	
Air Force	99	±2	1	5	13	46	35	±13	4.1	±0.1	
Enlisted	99	±1	3	9	18	44	25	±10	3.8	±0.2	
Officers	100	±0	1	0	4	NR	NR	±6	4.2	±0.2	
TWO OR MORE RACES	100	±1	12	9	20	37	23	±6	3.5	±0.2	
Army	100	±1	16	10	20	39	15	±13	3.3	±0.4	
Navy	100	±1	11	8	19	34	27	±9	3.6	±0.3	
Marine Corps	100	±1	NR	NR	NR	26	27	±17	3.4	±0.6	
Air Force	100	±1	6	6	18	40	29	±10	3.8	±0.2	
Enlisted	100	±1	13	9	20	36	22	±7	3.5	±0.2	
E1 – E4	100	±1	18	9	17	37	19	±11	3.3	±0.3	
E5 – E9	100	±1	6	10	23	35	26	±8	3.6	±0.2	
Officers	100	±1	5	6	20	39	29	±14	3.8	±0.3	
O1 – O3	100	±1	3	8	20	39	30	±17	3.8	±0.4	
O4 – O6	100	±1	NR	3	8	NR	NR	±6	3.8	±0.6	
COAST GUARD	100	±1	3	8	17	46	27	±3	3.9	±0.1	
White	100	±1	3	8	16	45	28	±4	3.9	±0.1	
Black	99	±1	4	6	18	47	25	±4	3.8	±0.1	
Hispanic	100	±1	4	8	18	42	27	±4	3.8	±0.1	
Other Race/Ethnicity	99	±1	4	7	18	49	23	±6	3.8	±0.1	
Enlisted	100	±1	3	9	18	44	25	±4	3.8	±0.1	
Officers	100	±1	1	4	11	51	33	±4	4.1	±0.1	
Male	100	±1	3	7	16	47	27	±3	3.9	±0.1	
Female	100	±1	6	12	21	38	23	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	17	46	28	±3	3.9	±0.1	
Deployed Past 12 Months	99	±1	4	11	16	44	25	±6	3.7	±0.2	

NR: Not reportable

**22. How much do you agree or disagree with the following statements about your immediate supervisor?****c. There is very little conflict between your supervisor and the people who report to him/her.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	7	11	18	40	25	±2	3.6	±0.1	
Army	100	±1	9	12	19	38	22	±3	3.5	±0.1	
Navy	100	±1	6	13	19	41	21	±3	3.6	±0.1	
Marine Corps	99	±1	5	8	19	42	25	±4	3.7	±0.1	
Air Force	100	±1	3	7	17	40	33	±3	3.9	±0.1	
Enlisted	100	±1	7	11	19	39	23	±2	3.6	±0.1	
E1 – E4	100	±1	9	11	21	37	22	±3	3.5	±0.1	
E5 – E9	100	±1	6	10	18	41	24	±2	3.7	±0.1	
Officers	100	±1	4	9	13	42	31	±3	3.9	±0.1	
O1 – O3	100	±1	5	9	13	45	28	±4	3.8	±0.1	
O4 – O6	100	±1	3	8	13	39	37	±4	4.0	±0.1	
Male	100	±1	6	10	18	40	25	±2	3.7	±0.1	
Female	100	±1	9	13	20	36	23	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	6	9	19	40	26	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	8	13	18	39	22	±2	3.5	±0.1	
<b>WHITE</b>	100	±1	6	11	17	40	25	±2	3.7	±0.1	
Army	100	±1	9	13	17	39	22	±3	3.5	±0.1	
Navy	99	±1	6	12	18	42	22	±4	3.6	±0.1	
Marine Corps	99	±1	6	9	20	42	24	±6	3.7	±0.2	
Air Force	100	±0	3	6	16	40	34	±3	4.0	±0.1	
Enlisted	100	±1	7	11	19	40	24	±2	3.6	±0.1	
E1 – E4	100	±1	9	11	20	38	22	±4	3.5	±0.1	
E5 – E9	100	±1	5	10	17	42	25	±3	3.7	±0.1	
Officers	100	±1	4	9	11	42	33	±4	3.9	±0.1	
O1 – O3	100	±1	6	9	11	46	29	±5	3.8	±0.2	
O4 – O6	100	±1	3	8	12	38	39	±5	4.0	±0.1	
<b>BLACK</b>	99	±1	8	11	20	38	24	±3	3.6	±0.1	
Army	99	±1	10	11	21	37	21	±5	3.5	±0.2	
Navy	99	±1	7	15	18	40	20	±4	3.5	±0.1	
Marine Corps	99	±1	4	9	21	36	30	±5	3.8	±0.1	
Air Force	99	±1	4	7	18	39	31	±4	3.8	±0.1	
Enlisted	99	±1	8	11	20	38	24	±3	3.6	±0.1	
E1 – E4	99	±1	10	11	21	34	23	±5	3.5	±0.2	
E5 – E9	99	±1	6	10	19	40	24	±3	3.6	±0.1	
Officers	100	±1	5	10	18	41	26	±4	3.7	±0.1	
O1 – O3	100	±0	6	10	17	42	25	±5	3.7	±0.2	
O4 – O6	100	±1	4	10	15	42	29	±6	3.8	±0.1	
<b>HISPANIC</b>	100	±1	6	10	20	38	25	±3	3.7	±0.1	
Army	100	±1	8	12	21	35	24	±4	3.6	±0.2	
Navy	100	±1	7	13	24	38	19	±5	3.5	±0.2	
Marine Corps	100	±1	5	6	15	47	27	±7	3.8	±0.2	
Air Force	100	±1	4	8	18	38	32	±6	3.8	±0.2	
Enlisted	100	±1	7	10	20	38	24	±3	3.6	±0.1	
E1 – E4	100	±1	7	10	23	36	24	±5	3.6	±0.2	
E5 – E9	100	±1	6	11	18	40	25	±4	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

22c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±1	3	10	15	41	31	±6	3.9	±0.2	
O1 – O3	100	±1	4	8	17	38	33	±9	3.9	±0.2	
O4 – O6	100	±1	3	7	12	42	35	±8	4.0	±0.2	
AIAN	99	±3	9	11	28	34	18	±10	3.4	±0.2	
Army	100	±1	14	12	24	34	16	±17	3.3	±0.4	
Navy	100	±1	8	18	28	31	16	±15	3.3	±0.3	
Marine Corps	100	±0	4	3	NR	NR	19	±16	3.7	±0.4	
Air Force	92	±15	3	5	NR	34	25	±16	3.7	±0.3	
Enlisted	98	±3	11	12	25	35	18	±10	3.4	±0.3	
E1 – E4	100	±1	NR	13	26	30	17	±18	3.2	±0.4	
E5 – E9	97	±6	7	11	24	39	19	±11	3.5	±0.2	
Officers	100	±1	2	3	NR	NR	NR	±3	3.6	±0.4	
O1 – O3	100	±1	3	3	NR	NR	17	±14	3.5	±0.4	
O4 – O6	100	±0	1	2	NR	NR	NR	±4	NR		
ASIAN	100	±1	5	11	23	42	19	±4	3.6	±0.1	
Army	99	±1	6	15	25	39	14	±8	3.4	±0.2	
Navy	99	±1	4	12	25	42	17	±5	3.5	±0.2	
Marine Corps	100	±1	4	4	21	50	22	±12	3.8	±0.1	
Air Force	99	±1	3	7	20	43	28	±6	3.9	±0.2	
Enlisted	99	±1	5	11	25	40	18	±4	3.6	±0.1	
E1 – E4	99	±1	6	13	25	38	17	±7	3.5	±0.2	
E5 – E9	100	±1	4	10	25	41	19	±5	3.6	±0.1	
Officers	100	±1	3	8	15	52	22	±7	3.8	±0.1	
O1 – O3	100	±1	4	8	14	54	20	±9	3.8	±0.2	
O4 – O6	99	±1	2	6	15	50	27	±11	3.9	±0.2	
NHPI	100	±1	5	8	27	40	22	±10	3.7	±0.2	
Army	100	±1	4	7	35	39	15	±16	3.5	±0.3	
Navy	100	±0	NR	12	18	32	30	±17	3.6	±0.5	
Marine Corps	100	±0	3	5	17	41	35	±14	4.0	±0.3	
Air Force	100	±1	3	6	13	47	32	±12	4.0	±0.1	
Enlisted	100	±1	5	8	28	39	21	±11	3.6	±0.2	
Officers	100	±0	1	3	8	NR	NR	±14	4.2	±0.4	
TWO OR MORE RACES	100	±1	11	11	21	36	21	±6	3.4	±0.2	
Army	100	±0	17	11	18	42	13	±13	3.2	±0.4	
Navy	100	±1	11	16	23	31	19	±10	3.3	±0.3	
Marine Corps	100	±1	NR	6	NR	NR	NR	±4	3.6	±0.6	
Air Force	100	±1	4	8	22	36	29	±10	3.8	±0.2	
Enlisted	100	±1	12	11	21	35	21	±7	3.4	±0.2	
E1 – E4	100	±1	17	12	21	36	15	±11	3.2	±0.3	
E5 – E9	100	±1	7	11	21	34	28	±8	3.7	±0.2	
Officers	100	±1	4	8	25	39	23	±13	3.7	±0.3	
O1 – O3	100	±0	2	7	24	40	27	±15	3.8	±0.3	
O4 – O6	100	±1	NR	NR	NR	NR	16	±9	3.4	±0.6	
COAST GUARD	100	±1	4	10	19	45	23	±3	3.7	±0.1	
White	100	±1	4	10	19	46	22	±4	3.7	±0.1	
Black	99	±1	5	9	21	41	24	±4	3.7	±0.1	
Hispanic	100	±1	3	10	20	42	25	±4	3.7	±0.1	
Other Race/Ethnicity	100	±1	4	8	20	45	22	±6	3.7	±0.2	
Enlisted	100	±1	4	10	20	44	22	±4	3.7	±0.1	
Officers	100	±1	3	7	13	51	25	±4	3.9	±0.1	
Male	100	±1	3	9	19	46	23	±3	3.8	±0.1	
Female	100	±1	7	14	19	39	20	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	4	9	18	46	23	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	3	12	23	41	20	±6	3.6	±0.2	

NR: Not reportable

**22. How much do you agree or disagree with the following statements about your immediate supervisor?****d. Your supervisor evaluates your work performance fairly.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	5	7	19	41	28	±2	3.8	±0.1	
Army	100	±1	7	7	21	40	25	±3	3.7	±0.1	
Navy	99	±1	5	8	20	45	23	±3	3.7	±0.1	
Marine Corps	100	±1	5	7	19	42	27	±4	3.8	±0.1	
Air Force	100	±1	3	4	16	41	36	±3	4.0	±0.1	
Enlisted	100	±1	6	7	20	41	26	±2	3.8	±0.1	
E1 – E4	100	±1	8	8	20	40	24	±3	3.7	±0.1	
E5 – E9	100	±1	4	6	19	43	28	±2	3.8	±0.1	
Officers	100	±1	3	5	16	41	35	±3	4.0	±0.1	
O1 – O3	100	±1	3	5	16	44	32	±4	4.0	±0.1	
O4 – O6	100	±1	2	5	15	37	40	±4	4.1	±0.1	
Male	100	±1	5	6	18	42	28	±2	3.8	±0.1	
Female	100	±1	6	8	23	36	27	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	4	6	19	41	29	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	7	7	19	42	25	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	5	7	18	42	29	±2	3.8	±0.1	
Army	100	±1	7	8	19	40	26	±3	3.7	±0.1	
Navy	100	±1	4	8	19	45	23	±4	3.8	±0.1	
Marine Corps	99	±1	6	8	18	41	27	±6	3.8	±0.2	
Air Force	100	±0	3	4	15	42	37	±3	4.1	±0.1	
Enlisted	100	±1	6	7	19	42	27	±2	3.8	±0.1	
E1 – E4	100	±1	7	9	19	41	24	±4	3.7	±0.1	
E5 – E9	100	±1	4	6	18	43	29	±3	3.9	±0.1	
Officers	100	±1	2	5	15	41	36	±4	4.0	±0.1	
O1 – O3	100	±1	3	5	15	45	32	±5	4.0	±0.1	
O4 – O6	100	±1	2	6	14	37	42	±5	4.1	±0.1	
<b>BLACK</b>	100	±1	6	6	22	39	27	±3	3.7	±0.1	
Army	100	±1	7	6	24	37	26	±5	3.7	±0.2	
Navy	99	±1	6	8	21	43	22	±4	3.7	±0.1	
Marine Corps	100	±1	3	5	23	36	33	±5	3.9	±0.1	
Air Force	100	±1	4	5	21	39	33	±4	3.9	±0.1	
Enlisted	100	±1	6	6	22	39	27	±3	3.7	±0.1	
E1 – E4	100	±0	9	7	24	34	27	±5	3.6	±0.2	
E5 – E9	99	±1	4	6	21	42	26	±3	3.8	±0.1	
Officers	100	±0	5	4	21	40	30	±4	3.9	±0.1	
O1 – O3	100	±0	5	5	21	41	29	±5	3.8	±0.1	
O4 – O6	100	±0	4	4	19	43	30	±6	3.9	±0.1	
<b>HISPANIC</b>	100	±1	6	6	18	41	28	±3	3.8	±0.1	
Army	100	±1	9	6	19	39	28	±5	3.7	±0.2	
Navy	100	±1	7	8	19	44	23	±5	3.7	±0.2	
Marine Corps	100	±1	5	5	17	49	25	±7	3.8	±0.2	
Air Force	100	±1	3	6	17	37	36	±6	4.0	±0.2	
Enlisted	100	±1	7	6	19	41	27	±3	3.8	±0.1	
E1 – E4	100	±1	8	7	19	40	25	±5	3.7	±0.2	
E5 – E9	100	±1	5	6	18	42	28	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

22d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	3	5	14	43	36	±6	4.0	±0.1	
O1 – O3	99	±1	3	5	15	38	39	±9	4.1	±0.2	
O4 – O6	100	±1	2	4	16	39	39	±8	4.1	±0.2	
AIAN	100	±1	5	11	26	38	20	±10	3.6	±0.2	
Army	100	±0	4	NR	27	36	18	±15	3.5	±0.3	
Navy	100	±0	5	8	22	45	19	±13	3.7	±0.2	
Marine Corps	100	±0	3	4	NR	NR	25	±18	3.7	±0.4	
Air Force	100	±1	NR	4	NR	NR	24	±10	3.6	±0.5	
Enlisted	100	±1	5	12	26	36	20	±11	3.5	±0.2	
E1 – E4	100	±1	3	NR	31	30	18	±17	3.4	±0.3	
E5 – E9	100	±0	8	6	21	42	22	±10	3.7	±0.2	
Officers	100	±0	2	2	NR	NR	NR	±2	3.8	±0.4	
O1 – O3	100	±0	1	4	8	NR	17	±15	4.0	±0.1	
O4 – O6	100	±0	2	1	NR	NR	NR	±3	NR		
ASIAN	100	±1	4	6	22	46	23	±4	3.8	±0.1	
Army	100	±1	6	7	28	42	16	±7	3.6	±0.2	
Navy	100	±1	3	7	22	47	22	±5	3.8	±0.1	
Marine Corps	100	±1	3	5	16	53	23	±12	3.9	±0.1	
Air Force	100	±1	2	2	16	47	33	±6	4.1	±0.1	
Enlisted	100	±1	4	6	23	46	22	±4	3.8	±0.1	
E1 – E4	100	±1	4	7	23	46	20	±7	3.7	±0.2	
E5 – E9	100	±1	4	5	23	45	23	±5	3.8	±0.1	
Officers	100	±1	2	3	18	49	28	±7	4.0	±0.1	
O1 – O3	100	±1	2	3	18	52	24	±9	3.9	±0.2	
O4 – O6	100	±1	2	3	16	43	36	±12	4.1	±0.2	
NHPI	100	±1	4	5	22	44	25	±10	3.8	±0.2	
Army	100	±0	3	5	28	48	16	±15	3.7	±0.2	
Navy	100	±0	11	8	10	35	36	±16	3.8	±0.5	
Marine Corps	100	±1	3	6	16	33	42	±17	4.0	±0.3	
Air Force	100	±0	1	2	13	47	37	±12	4.2	±0.1	
Enlisted	100	±1	4	5	23	43	25	±10	3.8	±0.2	
Officers	100	±0	1	NR	5	NR	NR	±7	4.1	±0.2	
TWO OR MORE RACES	100	±1	8	6	21	42	23	±6	3.7	±0.2	
Army	100	±0	11	9	21	46	13	±12	3.4	±0.3	
Navy	98	±3	9	7	21	39	24	±9	3.6	±0.3	
Marine Corps	100	±1	3	3	NR	NR	26	±16	3.9	±0.3	
Air Force	100	±1	4	2	20	40	33	±10	4.0	±0.2	
Enlisted	100	±1	8	6	21	43	21	±7	3.6	±0.2	
E1 – E4	99	±2	12	8	21	42	17	±11	3.5	±0.3	
E5 – E9	100	±1	4	5	22	43	26	±8	3.8	±0.2	
Officers	99	±1	4	5	21	40	31	±13	3.9	±0.3	
O1 – O3	99	±2	1	7	18	42	33	±16	4.0	±0.3	
O4 – O6	99	±1	NR	2	NR	NR	NR	±3	3.7	±0.6	
COAST GUARD	100	±1	2	5	17	50	26	±3	3.9	±0.1	
White	100	±1	2	5	16	50	26	±4	3.9	±0.1	
Black	99	±1	3	6	18	46	26	±4	3.9	±0.1	
Hispanic	100	±1	3	5	20	47	25	±5	3.9	±0.1	
Other Race/Ethnicity	99	±1	3	6	20	49	23	±6	3.8	±0.1	
Enlisted	100	±1	3	6	18	49	25	±4	3.9	±0.1	
Officers	100	±1	1	3	15	53	28	±4	4.0	±0.1	
Male	100	±1	2	5	17	50	26	±3	3.9	±0.1	
Female	100	±1	5	8	21	44	24	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	2	5	17	49	27	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	2	6	18	50	24	±6	3.9	±0.1	

NR: Not reportable



**22. How much do you agree or disagree with the following statements about your immediate supervisor?****e. Your supervisor assigns work fairly in your work group.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	6	8	20	40	25	±2	3.7	±0.1	
Army	100	±1	9	10	20	38	23	±3	3.6	±0.1	
Navy	99	±1	5	9	22	43	22	±3	3.7	±0.1	
Marine Corps	99	±1	5	7	19	42	27	±4	3.8	±0.1	
Air Force	100	±1	3	6	19	41	32	±3	3.9	±0.1	
Enlisted	99	±1	6	9	21	40	24	±2	3.7	±0.1	
E1 – E4	99	±1	9	10	21	38	22	±3	3.5	±0.1	
E5 – E9	100	±1	4	8	20	42	26	±2	3.8	±0.1	
Officers	100	±1	3	7	17	43	31	±3	3.9	±0.1	
O1 – O3	100	±1	3	8	17	45	27	±4	3.8	±0.1	
O4 – O6	100	±1	3	4	15	40	38	±4	4.1	±0.1	
Male	99	±1	5	8	20	41	26	±2	3.7	±0.1	
Female	100	±1	9	10	24	35	22	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	5	8	20	41	26	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	7	10	20	40	23	±2	3.6	±0.1	
<b>WHITE</b>	99	±1	6	9	19	41	26	±2	3.7	±0.1	
Army	100	±1	8	11	18	38	24	±3	3.6	±0.1	
Navy	99	±1	4	10	22	43	22	±4	3.7	±0.1	
Marine Corps	99	±2	7	7	18	42	26	±6	3.7	±0.2	
Air Force	100	±1	3	6	17	41	32	±3	3.9	±0.1	
Enlisted	99	±1	6	10	20	40	24	±2	3.7	±0.1	
E1 – E4	99	±1	9	10	20	38	22	±4	3.5	±0.1	
E5 – E9	100	±1	4	9	19	42	26	±3	3.8	±0.1	
Officers	100	±1	3	7	15	43	32	±4	3.9	±0.1	
O1 – O3	100	±1	3	8	16	46	27	±5	3.8	±0.1	
O4 – O6	100	±1	2	4	14	40	40	±5	4.1	±0.1	
<b>BLACK</b>	99	±1	7	7	23	39	24	±3	3.7	±0.1	
Army	99	±1	9	8	24	37	21	±5	3.5	±0.2	
Navy	99	±1	6	7	23	43	21	±4	3.6	±0.1	
Marine Corps	99	±1	3	5	23	38	31	±5	3.9	±0.1	
Air Force	99	±1	4	5	22	38	30	±4	3.8	±0.1	
Enlisted	99	±1	7	7	23	39	24	±3	3.6	±0.1	
E1 – E4	99	±1	11	8	24	35	22	±5	3.5	±0.2	
E5 – E9	99	±1	5	7	23	41	24	±3	3.7	±0.1	
Officers	99	±1	5	7	22	41	25	±4	3.7	±0.1	
O1 – O3	100	±1	5	7	22	42	25	±5	3.8	±0.1	
O4 – O6	100	±1	3	6	20	43	28	±6	3.9	±0.1	
<b>HISPANIC</b>	100	±1	6	8	20	40	26	±3	3.7	±0.1	
Army	99	±1	10	9	20	35	26	±5	3.6	±0.2	
Navy	100	±1	6	9	22	43	20	±5	3.6	±0.1	
Marine Corps	100	±1	2	7	17	47	27	±7	3.9	±0.1	
Air Force	100	±1	3	5	21	38	32	±6	3.9	±0.2	
Enlisted	100	±1	6	8	20	40	25	±3	3.7	±0.1	
E1 – E4	100	±1	7	9	21	39	24	±5	3.6	±0.2	
E5 – E9	100	±1	6	8	20	41	26	±3	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

22e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	4	6	16	41	34	±6	4.0	±0.2	
O1 – O3	100	±1	4	6	16	36	38	±9	4.0	±0.2	
O4 – O6	100	±1	2	4	15	42	36	±8	4.1	±0.2	
AIAN	100	±1	8	8	26	39	19	±10	3.5	±0.2	
Army	100	±1	NR	13	24	34	16	±16	3.3	±0.4	
Navy	99	±2	3	6	28	42	21	±13	3.7	±0.2	
Marine Corps	100	±0	4	2	NR	NR	22	±17	3.7	±0.4	
Air Force	100	±1	3	3	NR	NR	24	±10	3.9	±0.2	
Enlisted	100	±1	9	9	23	40	19	±10	3.5	±0.3	
E1 – E4	99	±1	NR	NR	26	31	18	±18	3.3	±0.4	
E5 – E9	100	±1	5	6	20	49	21	±10	3.8	±0.2	
Officers	100	±0	3	3	NR	NR	NR	±3	3.6	±0.4	
O1 – O3	100	±0	3	4	NR	NR	19	±16	3.7	±0.4	
O4 – O6	100	±0	2	2	NR	NR	NR	±4	NR		
ASIAN	99	±1	4	7	23	45	20	±4	3.7	±0.1	
Army	99	±1	7	10	29	40	14	±7	3.4	±0.2	
Navy	100	±1	3	7	23	47	20	±5	3.7	±0.1	
Marine Corps	100	±1	3	6	18	50	22	±12	3.8	±0.1	
Air Force	99	±1	3	5	16	48	29	±6	4.0	±0.1	
Enlisted	99	±1	4	7	23	45	19	±4	3.7	±0.1	
E1 – E4	99	±1	5	9	24	45	18	±7	3.6	±0.2	
E5 – E9	100	±1	4	7	23	45	20	±5	3.7	±0.1	
Officers	100	±1	3	6	19	46	26	±7	3.9	±0.2	
O1 – O3	100	±1	3	7	21	47	23	±9	3.8	±0.2	
O4 – O6	99	±1	2	3	16	44	34	±12	4.0	±0.2	
NHPI	100	±1	4	5	25	43	24	±10	3.8	±0.2	
Army	100	±1	3	4	33	44	16	±16	3.7	±0.2	
Navy	100	±0	NR	9	9	39	34	±16	3.8	±0.4	
Marine Corps	100	±1	2	4	20	33	40	±16	4.0	±0.3	
Air Force	99	±1	1	4	14	46	33	±13	4.1	±0.1	
Enlisted	100	±1	4	5	24	43	24	±10	3.8	±0.2	
Officers	100	±0	1	2	NR	NR	NR	±3	NR		
TWO OR MORE RACES	100	±1	6	8	26	38	21	±6	3.6	±0.2	
Army	100	±0	7	11	26	40	15	±13	3.4	±0.3	
Navy	100	±1	10	7	23	41	20	±10	3.5	±0.3	
Marine Corps	100	±1	2	4	NR	NR	23	±16	3.8	±0.3	
Air Force	100	±1	2	7	26	34	31	±10	3.8	±0.2	
Enlisted	100	±1	6	8	26	38	22	±7	3.6	±0.2	
E1 – E4	100	±1	9	7	25	41	18	±11	3.5	±0.3	
E5 – E9	100	±1	2	10	27	34	26	±8	3.7	±0.2	
Officers	99	±1	9	5	26	41	18	±15	3.5	±0.3	
O1 – O3	99	±2	8	6	29	37	19	±18	3.5	±0.4	
O4 – O6	100	±1	NR	3	9	NR	17	±10	3.7	±0.5	
COAST GUARD	100	±1	2	7	20	48	23	±3	3.8	±0.1	
White	100	±1	2	7	20	48	23	±4	3.8	±0.1	
Black	99	±1	2	7	19	47	25	±4	3.9	±0.1	
Hispanic	100	±1	3	6	23	45	23	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	4	8	20	46	22	±6	3.7	±0.2	
Enlisted	100	±1	3	7	21	46	23	±4	3.8	±0.1	
Officers	100	±1	1	6	15	53	25	±4	3.9	±0.1	
Male	100	±1	2	6	20	49	23	±3	3.9	±0.1	
Female	100	±1	5	11	22	41	21	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	2	6	20	48	23	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	3	8	19	45	24	±6	3.8	±0.2	

NR: Not reportable

**22. How much do you agree or disagree with the following statements about your immediate supervisor?****f. You are satisfied with the direction/supervision you receive.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	9	11	19	37	25	±2	3.6	±0.1	
Army	100	±1	11	12	20	35	22	±2	3.5	±0.1	
Navy	100	±1	8	12	21	38	21	±3	3.5	±0.1	
Marine Corps	99	±1	8	9	19	38	26	±4	3.7	±0.1	
Air Force	100	±1	6	8	17	37	32	±3	3.8	±0.1	
Enlisted	100	±1	9	11	20	36	24	±2	3.5	±0.1	
E1 – E4	100	±1	12	11	22	35	21	±3	3.4	±0.1	
E5 – E9	100	±1	7	11	19	38	26	±2	3.6	±0.1	
Officers	100	±1	6	10	16	39	30	±3	3.8	±0.1	
O1 – O3	100	±1	7	9	18	39	27	±4	3.7	±0.1	
O4 – O6	100	±1	4	10	12	38	36	±4	3.9	±0.1	
Male	100	±1	8	10	19	37	25	±2	3.6	±0.1	
Female	100	±1	12	13	21	32	23	±3	3.4	±0.1	
Not Deployed Past 12 Months	100	±1	8	10	19	37	26	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	10	12	20	36	22	±2	3.5	±0.1	
<b>WHITE</b>	100	±1	8	11	19	37	25	±2	3.6	±0.1	
Army	100	±1	11	12	19	36	22	±3	3.5	±0.1	
Navy	100	±1	6	13	21	38	22	±4	3.6	±0.1	
Marine Corps	100	±1	9	9	19	37	25	±6	3.6	±0.2	
Air Force	100	±1	5	9	16	37	32	±3	3.8	±0.1	
Enlisted	100	±1	9	11	20	36	24	±2	3.5	±0.1	
E1 – E4	100	±1	12	11	22	35	21	±4	3.4	±0.1	
E5 – E9	100	±1	6	11	18	38	26	±3	3.7	±0.1	
Officers	100	±1	5	10	15	39	31	±4	3.8	±0.1	
O1 – O3	100	±1	7	9	17	40	27	±5	3.7	±0.2	
O4 – O6	100	±1	4	11	10	37	38	±5	3.9	±0.1	
<b>BLACK</b>	100	±1	9	10	22	35	24	±3	3.5	±0.1	
Army	100	±1	11	11	23	33	23	±4	3.4	±0.2	
Navy	100	±1	9	12	21	37	21	±4	3.5	±0.1	
Marine Corps	100	±1	6	8	23	34	31	±5	3.8	±0.2	
Air Force	100	±1	6	8	20	36	30	±4	3.8	±0.1	
Enlisted	100	±1	9	10	22	34	24	±3	3.5	±0.1	
E1 – E4	100	±0	12	10	26	29	23	±5	3.4	±0.2	
E5 – E9	100	±1	8	10	20	37	25	±3	3.6	±0.1	
Officers	100	±1	8	10	18	37	27	±4	3.6	±0.2	
O1 – O3	100	±1	9	10	17	38	26	±5	3.6	±0.2	
O4 – O6	100	±1	5	9	17	40	29	±6	3.8	±0.1	
<b>HISPANIC</b>	100	±1	10	9	18	37	26	±3	3.6	±0.1	
Army	99	±1	11	11	19	35	24	±5	3.5	±0.2	
Navy	100	±1	12	9	20	39	20	±5	3.5	±0.2	
Marine Corps	99	±2	6	7	14	45	27	±7	3.8	±0.2	
Air Force	100	±1	9	6	19	32	34	±6	3.7	±0.2	
Enlisted	100	±1	11	9	18	37	25	±3	3.6	±0.1	
E1 – E4	99	±1	13	9	18	35	24	±5	3.5	±0.2	
E5 – E9	100	±1	8	9	18	38	26	±3	3.6	±0.1	

Note. Percent responding are active duty members who answered the question.

22f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±1	5	8	17	39	32	±6	3.8	±0.2	
O1 – O3	100	±1	5	8	18	36	32	±8	3.8	±0.2	
O4 – O6	100	±1	4	7	13	39	37	±8	4.0	±0.2	
AIAN	99	±2	12	12	27	31	18	±11	3.3	±0.2	
Army	100	±1	15	NR	30	27	16	±17	3.2	±0.4	
Navy	99	±3	10	25	18	29	18	±18	3.2	±0.3	
Marine Corps	95	±10	5	3	NR	NR	15	±11	3.6	±0.3	
Air Force	100	±1	NR	5	NR	30	30	±17	3.6	±0.6	
Enlisted	99	±3	13	12	27	29	18	±11	3.3	±0.3	
E1 – E4	99	±2	NR	NR	27	31	16	±18	3.2	±0.4	
E5 – E9	98	±5	12	12	27	28	21	±12	3.4	±0.3	
Officers	100	±1	3	NR	NR	NR	NR	±3	3.6	±0.5	
O1 – O3	100	±0	3	NR	9	NR	15	±14	NR		
O4 – O6	100	±1	3	2	NR	NR	NR	±5	NR		
ASIAN	100	±1	5	10	20	44	21	±4	3.7	±0.1	
Army	100	±1	7	15	25	36	17	±8	3.4	±0.2	
Navy	100	±1	4	9	21	47	18	±5	3.7	±0.1	
Marine Corps	100	±1	4	7	18	49	22	±13	3.8	±0.2	
Air Force	100	±1	4	6	14	45	30	±6	3.9	±0.1	
Enlisted	100	±1	5	10	21	44	20	±4	3.6	±0.1	
E1 – E4	100	±1	5	13	20	43	20	±8	3.6	±0.2	
E5 – E9	100	±1	5	8	21	44	20	±5	3.7	±0.1	
Officers	100	±1	4	10	18	45	24	±7	3.8	±0.2	
O1 – O3	100	±1	4	11	20	42	23	±9	3.7	±0.2	
O4 – O6	100	±1	2	7	13	49	29	±11	3.9	±0.2	
NHPI	100	±1	4	7	20	44	26	±10	3.8	±0.2	
Army	100	±0	4	6	24	48	19	±15	3.7	±0.3	
Navy	100	±0	NR	10	12	35	34	±16	3.8	±0.4	
Marine Corps	99	±2	3	5	18	36	39	±14	4.0	±0.3	
Air Force	100	±1	2	7	15	42	34	±13	4.0	±0.1	
Enlisted	100	±1	4	7	20	44	24	±10	3.8	±0.2	
Officers	100	±0	1	1	10	NR	NR	±14	4.3	±0.4	
TWO OR MORE RACES	100	±1	13	12	21	33	21	±6	3.4	±0.2	
Army	100	±0	18	15	17	34	16	±13	3.2	±0.4	
Navy	100	±1	13	10	23	34	20	±9	3.4	±0.3	
Marine Corps	100	±0	NR	NR	23	NR	22	±18	3.3	±0.6	
Air Force	100	±1	6	7	25	35	27	±10	3.7	±0.2	
Enlisted	100	±1	14	12	20	34	20	±7	3.4	±0.2	
E1 – E4	100	±1	19	11	16	36	17	±11	3.2	±0.3	
E5 – E9	100	±1	7	13	25	32	24	±8	3.5	±0.2	
Officers	100	±1	9	9	30	30	22	±14	3.5	±0.3	
O1 – O3	100	±0	8	11	27	29	26	±17	3.5	±0.4	
O4 – O6	100	±1	NR	6	NR	NR	15	±9	3.4	±0.5	
COAST GUARD	100	±1	4	9	19	44	24	±3	3.7	±0.1	
White	100	±1	4	9	18	45	24	±4	3.8	±0.1	
Black	99	±1	6	10	18	43	24	±4	3.7	±0.1	
Hispanic	100	±1	5	10	23	40	22	±5	3.7	±0.1	
Other Race/Ethnicity	100	±1	6	8	18	45	23	±7	3.7	±0.2	
Enlisted	100	±1	5	9	20	43	23	±4	3.7	±0.1	
Officers	100	±1	2	8	14	50	25	±4	3.9	±0.1	
Male	100	±1	4	9	18	46	24	±3	3.8	±0.1	
Female	99	±1	8	13	22	34	22	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	4	9	19	44	24	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	5	10	19	45	21	±6	3.7	±0.2	

NR: Not reportable

**22. Supervisor Satisfaction scale: Constructed from Q22. Supervisor Satisfaction assesses the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments.**

	Percent Responding		Mean	Max ME	Supervisor Satisfaction
<b>TOTAL DOD</b>	98	±1	3.7	±0.1	
Army	98	±1	3.6	±0.1	
Navy	98	±1	3.7	±0.1	
Marine Corps	98	±1	3.8	±0.1	
Air Force	99	±1	3.9	±0.1	
Enlisted	98	±1	3.7	±0.1	
E1 – E4	98	±1	3.5	±0.1	
E5 – E9	98	±1	3.7	±0.1	
Officers	98	±1	3.9	±0.1	
O1 – O3	98	±2	3.9	±0.1	
O4 – O6	99	±1	4.1	±0.1	
Male	98	±1	3.7	±0.1	
Female	98	±1	3.5	±0.1	
Not Deployed Past 12 Months	98	±1	3.8	±0.1	
Deployed Past 12 Months	98	±1	3.6	±0.1	
<b>WHITE</b>	98	±1	3.7	±0.1	
Army	98	±1	3.6	±0.1	
Navy	98	±1	3.7	±0.1	
Marine Corps	98	±2	3.7	±0.2	
Air Force	99	±1	4.0	±0.1	
Enlisted	98	±1	3.7	±0.1	
E1 – E4	99	±1	3.6	±0.1	
E5 – E9	98	±1	3.8	±0.1	
Officers	98	±1	4.0	±0.1	
O1 – O3	98	±2	3.9	±0.1	
O4 – O6	99	±1	4.1	±0.1	
<b>BLACK</b>	98	±1	3.6	±0.1	
Army	98	±2	3.5	±0.2	
Navy	98	±1	3.6	±0.1	
Marine Corps	97	±2	3.9	±0.1	
Air Force	98	±2	3.8	±0.1	
Enlisted	98	±1	3.6	±0.1	
E1 – E4	98	±2	3.5	±0.2	
E5 – E9	98	±1	3.7	±0.1	
Officers	98	±1	3.8	±0.1	
O1 – O3	99	±1	3.7	±0.1	
O4 – O6	98	±1	3.9	±0.1	
<b>HISPANIC</b>	98	±1	3.7	±0.1	
Army	98	±2	3.6	±0.1	
Navy	98	±2	3.6	±0.1	
Marine Corps	99	±2	3.9	±0.2	
Air Force	99	±1	3.9	±0.2	
Enlisted	98	±1	3.7	±0.1	
E1 – E4	99	±2	3.6	±0.1	
E5 – E9	98	±1	3.7	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate a more positive perspective of the active duty member's supervisor. Cronbach's coefficient alpha = 0.95.

22. Continued	Percent Responding		Mean	Max ME	Supervisor Satisfaction
Officers	98	±2	4.0	±0.1	
O1 – O3	99	±1	4.0	±0.2	
O4 – O6	99	±1	4.1	±0.2	
AIAN	97	±3	3.5	±0.2	
Army	99	±1	3.3	±0.4	
Navy	97	±4	3.5	±0.2	
Marine Corps	95	±10	3.7	±0.3	
Air Force	91	±15	3.6	±0.4	
Enlisted	96	±4	3.4	±0.3	
E1 – E4	99	±2	3.3	±0.4	
E5 – E9	94	±7	3.5	±0.2	
Officers	99	±1	3.6	±0.4	
O1 – O3	100	±1	3.6	±0.5	
O4 – O6	99	±1	NR		
ASIAN	99	±1	3.7	±0.1	
Army	98	±2	3.5	±0.2	
Navy	99	±1	3.7	±0.1	
Marine Corps	99	±1	3.8	±0.1	
Air Force	98	±1	4.0	±0.1	
Enlisted	98	±1	3.7	±0.1	
E1 – E4	99	±1	3.6	±0.2	
E5 – E9	98	±1	3.7	±0.1	
Officers	99	±1	3.9	±0.2	
O1 – O3	99	±1	3.8	±0.2	
O4 – O6	99	±1	4.0	±0.2	
NHPI	99	±1	3.8	±0.2	
Army	99	±2	3.7	±0.2	
Navy	100	±1	3.8	±0.4	
Marine Corps	97	±3	4.1	±0.2	
Air Force	98	±2	4.1	±0.1	
Enlisted	99	±1	3.8	±0.2	
Officers	100	±0	4.2	±0.3	
TWO OR MORE RACES	99	±1	3.5	±0.2	
Army	100	±1	3.3	±0.3	
Navy	98	±3	3.5	±0.3	
Marine Corps	99	±1	3.6	±0.4	
Air Force	100	±1	3.8	±0.2	
Enlisted	99	±1	3.5	±0.2	
E1 – E4	99	±2	3.3	±0.3	
E5 – E9	99	±1	3.7	±0.2	
Officers	99	±2	3.7	±0.3	
O1 – O3	99	±2	3.8	±0.3	
O4 – O6	99	±1	3.6	±0.6	
COAST GUARD	99	±1	3.8	±0.1	
White	99	±1	3.8	±0.1	
Black	98	±1	3.8	±0.1	
Hispanic	99	±1	3.8	±0.1	
Other Race/Ethnicity	98	±1	3.8	±0.1	
Enlisted	99	±1	3.8	±0.1	
Officers	99	±1	4.0	±0.1	
Male	99	±1	3.9	±0.1	
Female	99	±1	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	3.9	±0.1	
Deployed Past 12 Months	98	±2	3.7	±0.1	

NR: Not reportable

**23. What is the race/ethnic background of your immediate supervisor in your current work group?**

- a. White  
 d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
 g. Don't know  
 b. Black or African American  
 e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)  
 h. More than one race  
 c. American Indian or Alaska Native  
 f. Spanish/Hispanic/Latino

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	100	±1	66	19	1	4	1	10	4	4	±2
Army	100	±1	61	24	1	3	1	11	4	4	±3
Navy	99	±1	66	18	1	7	1	9	5	5	±3
Marine Corps	100	±1	69	15	1	3	1	16	5	6	±4
Air Force	100	±1	73	16	0	3	1	5	5	3	±2
Enlisted	100	±1	63	22	1	4	1	11	5	5	±2
E1 – E4	100	±1	60	23	1	5	1	13	5	6	±3
E5 – E9	100	±1	65	21	1	4	1	9	4	3	±2
Officers	99	±1	85	7	0	2	0	3	4	2	±2
O1 – O3	100	±1	83	7	0	2	0	4	5	2	±3
O4 – O6	99	±1	90	5	0	1	0	2	3	1	±3
Male	100	±1	67	19	1	4	1	10	4	4	±2
Female	100	±1	60	24	1	5	1	8	6	4	±3
Not Deployed Past 12 Months	100	±1	66	20	1	4	1	9	5	4	±2
Deployed Past 12 Months	100	±1	66	19	1	4	1	11	4	4	±2
WHITE	100	±1	71	16	1	3	1	9	4	3	±2
Army	100	±1	66	19	1	3	1	10	4	3	±3
Navy	99	±1	72	15	0	4	1	8	4	4	±3
Marine Corps	100	±1	73	12	2	2	1	15	4	6	±5
Air Force	100	±1	75	14	0	3	1	5	5	2	±3
Enlisted	100	±1	67	18	1	4	1	11	4	4	±2
E1 – E4	100	±1	64	20	1	4	1	13	4	5	±4
E5 – E9	100	±1	69	17	1	3	1	8	4	3	±3
Officers	100	±1	87	6	0	1	0	3	4	1	±3
O1 – O3	100	±1	84	6	0	2	0	4	6	2	±4
O4 – O6	99	±1	91	4	0	1	0	1	3	1	±3
BLACK	100	±1	58	29	1	4	1	9	4	4	±3
Army	99	±1	53	36	1	1	1	9	4	3	±5
Navy	100	±1	59	25	1	9	2	9	5	5	±4
Marine Corps	100	±1	63	22	1	3	1	12	3	3	±5
Air Force	99	±1	67	24	1	3	1	5	3	3	±4
Enlisted	99	±1	56	31	1	4	1	9	4	4	±3
E1 – E4	99	±1	52	32	1	5	1	10	6	4	±5
E5 – E9	100	±1	58	31	1	3	1	9	3	3	±3
Officers	100	±1	80	13	0	2	0	3	3	2	±4
O1 – O3	100	±1	79	13	1	3	0	3	3	1	±4
O4 – O6	100	±1	84	11	1	1	0	2	1	1	±5
HISPANIC	100	±1	58	24	1	5	2	14	5	6	±3
Army	100	±1	53	30	1	3	2	15	4	6	±5
Navy	100	±1	59	23	0	8	1	10	6	6	±5
Marine Corps	100	±1	62	18	2	4	2	20	7	8	±8
Air Force	100	±1	67	17	0	6	2	9	5	4	±6
Enlisted	100	±1	56	25	1	5	2	14	6	7	±3
E1 – E4	100	±1	55	25	1	6	2	16	8	9	±5
E5 – E9	100	±1	57	25	1	5	1	13	4	4	±4

Note. Percent responding are active duty members who answered the question. Respondents who selected "Don't know" and one of the race categories are included in the calculation of "More than one race."

23. Continued	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
Officers	100	±1	83	8	1	2	1	7	3	2	±5
O1 – O3	100	±0	82	9	0	2	0	5	3	1	±6
O4 – O6	99	±1	87	5	1	2	1	6	2	2	±6
AIAN	99	±3	61	23	2	3	1	8	6	3	±11
Army	100	±1	62	25	1	1	1	9	2	1	±14
Navy	99	±2	66	10	NR	8	1	7	12	NR	±15
Marine Corps	100	±0	NR	NR	2	1	0	10	5	2	±7
Air Force	92	±14	70	NR	1	2	1	4	7	2	±18
Enlisted	98	±3	55	27	3	3	1	9	6	3	±11
E1 – E4	100	±1	51	NR	2	3	1	13	5	2	±15
E5 – E9	97	±5	60	25	4	3	1	6	8	5	±11
Officers	100	±1	94	2	0	1	0	1	2	0	±5
O1 – O3	100	±1	93	2	0	1	0	2	2	1	±7
O4 – O6	100	±0	96	1	0	1	0	0	2	0	±6
ASIAN	100	±1	60	21	1	13	1	11	4	8	±4
Army	99	±1	62	26	0	6	1	14	3	10	±8
Navy	100	±0	52	21	1	23	2	11	3	8	±5
Marine Corps	100	±1	71	17	1	4	1	13	6	9	±10
Air Force	100	±1	67	15	1	7	1	7	6	3	±6
Enlisted	100	±1	55	24	1	15	1	13	4	9	±4
E1 – E4	100	±1	51	25	1	14	2	16	5	11	±7
E5 – E9	100	±1	58	23	1	15	1	10	3	8	±5
Officers	99	±1	84	7	0	5	0	3	3	2	±5
O1 – O3	100	±1	84	8	0	5	0	3	2	3	±7
O4 – O6	99	±1	85	5	0	3	0	2	NR	1	±10
NHPI	100	±1	63	16	1	5	6	10	6	6	±9
Army	100	±0	67	15	NR	5	5	9	6	6	±13
Navy	100	±1	51	21	2	10	NR	12	3	10	±14
Marine Corps	100	±0	54	14	0	2	3	18	NR	4	±13
Air Force	100	±0	67	15	1	5	3	6	8	4	±9
Enlisted	100	±1	62	17	1	4	7	10	7	5	±9
Officers	100	±0	91	6	NR	NR	1	1	3	NR	±11
TWO OR MORE RACES	100	±1	62	21	2	7	2	11	11	11	±6
Army	99	±2	54	30	0	7	2	12	9	10	±13
Navy	100	±1	60	14	5	8	3	13	14	10	±9
Marine Corps	100	±1	NR	13	1	NR	1	NR	6	NR	±12
Air Force	100	±0	73	18	2	5	2	7	11	9	±10
Enlisted	100	±1	60	22	2	8	2	12	10	11	±7
E1 – E4	100	±1	55	24	2	9	2	14	11	13	±11
E5 – E9	99	±2	66	20	2	7	3	11	10	9	±8
Officers	100	±1	75	8	1	4	1	6	14	6	±14
O1 – O3	100	±1	78	11	1	4	1	6	NR	NR	±14
O4 – O6	100	±0	NR	3	0	2	0	3	NR	2	±4
COAST GUARD	100	±1	84	5	1	2	2	7	3	3	±2
White	100	±1	87	4	1	2	1	6	3	2	±3
Black	99	±1	79	11	1	2	1	6	3	2	±3
Hispanic	99	±1	77	7	0	2	3	13	5	6	±5
Other Race/Ethnicity	100	±1	79	8	3	6	3	8	10	8	±7
Enlisted	100	±1	83	5	1	2	2	7	4	3	±3
Officers	99	±1	88	4	0	4	0	4	2	2	±3
Male	100	±1	85	4	1	3	1	7	3	3	±3
Female	99	±1	79	9	0	2	3	7	4	4	±3
Not Deployed Past 12 Months	99	±1	84	5	1	2	2	7	4	3	±3
Deployed Past 12 Months	100	±1	86	4	1	4	1	6	3	4	±5

NR: Not reportable



**24. To what extent do you believe that having a mentor would be useful to advancing your military career?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent














































	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	7	8	20	30	36	±2	3.8	±0.1	
Army	100	±1	4	5	16	31	44	±3	4.0	±0.1	
Navy	100	±1	9	11	23	29	28	±3	3.6	±0.1	
Marine Corps	100	±1	10	12	28	28	22	±4	3.4	±0.1	
Air Force	100	±1	6	5	18	32	39	±3	3.9	±0.1	
Enlisted	100	±1	7	8	20	30	35	±2	3.8	±0.1	
E1 – E4	100	±1	7	8	21	30	34	±3	3.8	±0.1	
E5 – E9	100	±1	6	8	19	31	36	±2	3.8	±0.1	
Officers	100	±1	5	7	20	30	38	±3	3.9	±0.1	
O1 – O3	100	±1	3	7	20	30	39	±4	4.0	±0.1	
O4 – O6	100	±1	7	7	20	30	35	±4	3.8	±0.1	
Male	100	±1	7	8	20	30	35	±2	3.8	±0.1	
Female	100	±1	5	7	18	32	38	±3	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	6	8	20	31	35	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	7	7	20	29	36	±2	3.8	±0.1	
<b>WHITE</b>	100	±1	7	9	22	31	32	±2	3.7	±0.1	
Army	100	±1	5	6	17	32	40	±3	4.0	±0.1	
Navy	100	±1	10	13	25	30	23	±4	3.4	±0.1	
Marine Corps	100	±1	11	13	30	28	17	±5	3.3	±0.2	
Air Force	100	±0	6	6	20	32	35	±3	3.8	±0.1	
Enlisted	100	±1	8	9	22	31	31	±2	3.7	±0.1	
E1 – E4	99	±1	8	9	22	30	31	±4	3.7	±0.1	
E5 – E9	100	±0	7	9	21	32	31	±3	3.7	±0.1	
Officers	100	±1	5	8	21	30	35	±3	3.8	±0.1	
O1 – O3	100	±1	3	8	22	30	37	±5	3.9	±0.1	
O4 – O6	100	±1	7	8	22	31	33	±5	3.7	±0.2	
<b>BLACK</b>	100	±1	6	5	16	29	44	±3	4.0	±0.1	
Army	100	±1	5	4	14	28	49	±5	4.1	±0.1	
Navy	100	±1	8	8	19	28	37	±4	3.8	±0.1	
Marine Corps	100	±1	8	8	24	25	34	±5	3.7	±0.2	
Air Force	100	±0	3	4	14	32	47	±4	4.2	±0.1	
Enlisted	100	±1	6	5	16	28	44	±3	4.0	±0.1	
E1 – E4	100	±1	7	5	18	28	42	±5	3.9	±0.2	
E5 – E9	100	±1	5	6	15	29	45	±3	4.0	±0.1	
Officers	100	±1	3	4	13	30	49	±4	4.2	±0.1	
O1 – O3	100	±1	2	3	14	29	52	±5	4.3	±0.1	
O4 – O6	100	±0	5	4	13	32	46	±7	4.1	±0.1	
<b>HISPANIC</b>	100	±1	5	6	17	30	42	±3	4.0	±0.1	
Army	100	±1	2	4	14	30	50	±5	4.2	±0.1	
Navy	100	±0	5	9	21	32	32	±5	3.8	±0.2	
Marine Corps	100	±0	7	10	23	28	31	±7	3.6	±0.2	
Air Force	100	±0	6	5	12	31	46	±6	4.1	±0.2	
Enlisted	100	±0	5	6	18	30	41	±3	4.0	±0.1	
E1 – E4	100	±0	5	7	18	31	39	±5	3.9	±0.2	
E5 – E9	100	±0	4	6	17	29	43	±3	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

















































24. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	100	±1	4	5	12	31	48	±6	4.1	±0.2	
O1 – O3	100	±0	2	5	15	30	48	±8	4.2	±0.2	
O4 – O6	100	±1	7	8	13	27	45	±9	4.0	±0.3	
AIAN	100	±0	4	9	20	26	40	±9	3.9	±0.2	
Army	100	±0	1	9	12	28	50	±14	4.2	±0.3	
Navy	100	±0	11	16	22	22	29	±14	3.4	±0.4	
Marine Corps	100	±0	5	7	NR	NR	17	±11	3.5	±0.3	
Air Force	100	±0	4	3	21	19	NR	±17	4.2	±0.4	
Enlisted	100	±0	5	9	23	26	37	±10	3.8	±0.2	
E1 – E4	100	±0	3	6	25	33	33	±18	3.9	±0.3	
E5 – E9	100	±0	6	12	21	19	42	±11	3.8	±0.3	
Officers	100	±0	2	NR	6	NR	NR	±5	4.2	±0.5	
O1 – O3	100	±0	3	5	6	13	NR	±12	4.5	±0.4	
O4 – O6	100	±0	3	NR	4	NR	NR	±6	NR		
ASIAN	100	±1	4	6	20	27	43	±4	4.0	±0.1	
Army	100	±1	4	4	19	26	46	±7	4.1	±0.2	
Navy	100	±1	5	8	21	26	40	±6	3.9	±0.2	
Marine Corps	100	±1	5	7	22	38	28	±15	3.8	±0.2	
Air Force	100	±1	2	5	17	24	52	±6	4.2	±0.2	
Enlisted	100	±1	5	6	19	27	43	±4	4.0	±0.1	
E1 – E4	100	±1	6	6	22	28	38	±7	3.9	±0.2	
E5 – E9	100	±1	4	7	17	25	47	±5	4.1	±0.1	
Officers	100	±1	2	5	21	27	44	±7	4.1	±0.2	
O1 – O3	100	±1	1	4	18	30	48	±10	4.2	±0.2	
O4 – O6	100	±1	3	7	30	24	35	±14	3.8	±0.3	
NHPI	100	±0	7	4	11	43	36	±10	4.0	±0.2	
Army	100	±0	8	NR	7	51	31	±15	3.9	±0.3	
Navy	100	±0	9	5	14	22	50	±15	4.0	±0.4	
Marine Corps	100	±0	4	3	25	34	34	±15	3.9	±0.2	
Air Force	100	±0	3	2	14	37	44	±15	4.2	±0.1	
Enlisted	100	±0	7	4	11	42	37	±11	4.0	±0.2	
Officers	100	±0	2	2	9	NR	NR	±11	4.1	±0.2	
TWO OR MORE RACES	100	±1	7	8	21	30	34	±6	3.8	±0.2	
Army	100	±0	NR	3	21	28	42	±12	4.0	±0.3	
Navy	100	±1	11	9	25	28	28	±9	3.5	±0.3	
Marine Corps	100	±0	NR	NR	NR	17	16	±11	2.9	±0.5	
Air Force	100	±1	2	5	14	42	37	±10	4.1	±0.2	
Enlisted	100	±1	7	8	21	31	33	±7	3.7	±0.2	
E1 – E4	100	±1	10	9	23	30	28	±10	3.6	±0.3	
E5 – E9	100	±0	5	7	18	32	38	±8	3.9	±0.2	
Officers	100	±1	4	6	23	26	42	±12	4.0	±0.3	
O1 – O3	100	±0	1	7	27	28	38	±16	3.9	±0.3	
O4 – O6	100	±1	NR	4	12	NR	NR	±8	3.9	±0.7	
COAST GUARD	100	±1	7	10	26	30	26	±3	3.6	±0.1	
White	100	±0	7	12	28	30	24	±4	3.5	±0.1	
Black	100	±1	7	7	19	31	36	±4	3.8	±0.1	
Hispanic	100	±1	6	7	23	29	36	±5	3.8	±0.2	
Other Race/Ethnicity	100	±1	7	7	22	33	31	±6	3.7	±0.2	
Enlisted	100	±1	8	10	26	30	26	±3	3.6	±0.1	
Officers	100	±1	5	10	25	32	28	±4	3.7	±0.1	
Male	100	±1	7	11	26	30	26	±3	3.6	±0.1	
Female	100	±0	7	8	22	32	31	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	8	11	26	30	26	±3	3.6	±0.1	
Deployed Past 12 Months	100	±1	6	9	26	31	28	±6	3.7	±0.2	

NR: Not reportable

## 25. In your opinion, have you had a formal and/or informal mentor who advised you on your military career?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes, I have had at least one mentor		
TOTAL DOD	100	±1	71	±2	
Army	100	±1	67	±2	
Navy	100	±1	73	±2	
Marine Corps	100	±1	78	±3	
Air Force	100	±1	71	±2	
Enlisted	100	±1	71	±2	
E1 – E4	99	±1	67	±3	
E5 – E9	100	±1	75	±2	
Officers	100	±1	72	±3	
O1 – O3	100	±1	73	±4	
O4 – O6	100	±1	70	±4	
Male	100	±1	71	±2	
Female	100	±1	72	±3	
Not Deployed Past 12 Months	100	±1	71	±2	
Deployed Past 12 Months	100	±1	72	±2	
WHITE	100	±1	72	±2	
Army	100	±1	68	±3	
Navy	100	±1	73	±3	
Marine Corps	100	±1	80	±5	
Air Force	100	±1	71	±3	
Enlisted	100	±1	71	±2	
E1 – E4	99	±1	68	±4	
E5 – E9	100	±1	75	±3	
Officers	100	±1	72	±3	
O1 – O3	100	±1	75	±5	
O4 – O6	100	±1	70	±5	
BLACK	100	±1	71	±3	
Army	99	±2	68	±5	
Navy	100	±1	74	±4	
Marine Corps	100	±1	75	±4	
Air Force	100	±0	75	±4	
Enlisted	100	±1	71	±3	
E1 – E4	99	±2	63	±5	
E5 – E9	100	±1	76	±3	
Officers	100	±1	75	±4	
O1 – O3	100	±1	73	±5	
O4 – O6	100	±0	73	±4	
HISPANIC	100	±1	71	±3	
Army	100	±1	67	±5	
Navy	100	±1	69	±5	
Marine Corps	100	±1	78	±5	
Air Force	100	±1	73	±6	
Enlisted	100	±1	71	±3	
E1 – E4	100	±1	69	±5	
E5 – E9	100	±1	72	±3	

Note. Percent responding are active duty members who answered the question.

25. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes, I have had at least one mentor		
Officers	100	±1	70	±6	
O1 – O3	100	±0	72	±7	
O4 – O6	100	±1	71	±6	
AIAN	100	±0	65	±9	
Army	100	±0	65	±13	
Navy	100	±0	75	±9	
Marine Corps	100	±0	NR		
Air Force	100	±0	72	±17	
Enlisted	100	±0	63	±10	
E1 – E4	100	±0	58	±16	
E5 – E9	100	±0	69	±10	
Officers	100	±0	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±0	NR		
ASIAN	100	±1	67	±4	
Army	100	±1	58	±7	
Navy	100	±1	73	±5	
Marine Corps	100	±1	73	±13	
Air Force	100	±1	67	±6	
Enlisted	100	±1	68	±4	
E1 – E4	100	±1	59	±7	
E5 – E9	100	±1	74	±4	
Officers	100	±1	66	±8	
O1 – O3	100	±1	66	±11	
O4 – O6	100	±1	68	±10	
NHPI	100	±1	71	±10	
Army	100	±1	65	±16	
Navy	100	±0	79	±12	
Marine Corps	100	±1	84	±8	
Air Force	100	±0	77	±7	
Enlisted	100	±1	70	±11	
Officers	100	±0	89	±12	
TWO OR MORE RACES	100	±1	69	±6	
Army	100	±0	60	±13	
Navy	100	±1	74	±9	
Marine Corps	100	±1	NR		
Air Force	100	±0	74	±8	
Enlisted	100	±1	70	±7	
E1 – E4	100	±1	64	±11	
E5 – E9	100	±1	77	±8	
Officers	100	±0	62	±13	
O1 – O3	100	±0	58	±15	
O4 – O6	100	±0	NR		
COAST GUARD	100	±1	66	±3	
White	100	±0	66	±4	
Black	100	±1	62	±4	
Hispanic	100	±0	63	±4	
Other Race/Ethnicity	100	±1	66	±6	
Enlisted	100	±1	65	±3	
Officers	100	±0	70	±4	
Male	100	±1	66	±3	
Female	100	±0	67	±3	
Not Deployed Past 12 Months	100	±1	65	±3	
Deployed Past 12 Months	100	±1	67	±6	

NR: Not reportable

**26. To what extent have your mentorship experiences helped you to advance your military career?****a. Experiences in a formal mentorship program**

1. Did not help at all

2. Helped to a small extent

3. Helped to a moderate extent

4. Helped to a large extent

5. Helped to a very large extent

	Percent Responding		Percentages					Max ME	Average Helpfulness		
			1	2	3	4	5				
<b>TOTAL DOD</b>	54	±2	10	15	30	26	19	±2	3.3	±0.1	
Army	47	±3	5	13	29	30	23	±3	3.5	±0.1	
Navy	60	±3	15	19	30	22	14	±3	3.0	±0.1	
Marine Corps	65	±4	16	17	34	22	12	±5	3.0	±0.2	
Air Force	53	±3	6	14	30	28	21	±3	3.4	±0.1	
Enlisted	56	±2	9	14	31	27	19	±2	3.3	±0.1	
E1 – E4	53	±3	10	15	32	26	17	±3	3.3	±0.1	
E5 – E9	58	±2	9	14	30	27	20	±2	3.4	±0.1	
Officers	44	±3	13	21	28	21	17	±4	3.1	±0.1	
O1 – O3	46	±4	13	20	31	19	17	±6	3.1	±0.2	
O4 – O6	40	±4	15	24	24	21	15	±6	3.0	±0.2	
Male	55	±2	10	15	30	26	18	±2	3.3	±0.1	
Female	48	±3	10	16	31	23	20	±4	3.3	±0.1	
Not Deployed Past 12 Months	53	±2	9	14	31	26	19	±2	3.3	±0.1	
Deployed Past 12 Months	55	±2	11	17	29	26	18	±3	3.2	±0.1	
<b>WHITE</b>	52	±2	12	17	32	24	15	±3	3.2	±0.1	
Army	46	±3	5	14	31	29	20	±5	3.5	±0.1	
Navy	58	±4	18	21	31	17	12	±5	2.8	±0.2	
Marine Corps	64	±5	20	17	36	20	7	±7	2.8	±0.2	
Air Force	51	±3	8	15	31	28	18	±4	3.3	±0.1	
Enlisted	55	±2	11	15	33	25	16	±3	3.2	±0.1	
E1 – E4	52	±4	11	15	34	25	14	±5	3.2	±0.2	
E5 – E9	57	±3	11	15	32	26	17	±3	3.2	±0.1	
Officers	44	±4	15	23	28	19	15	±5	2.9	±0.2	
O1 – O3	46	±5	15	22	31	18	14	±7	2.9	±0.2	
O4 – O6	39	±5	17	27	25	19	12	±7	2.8	±0.2	
<b>BLACK</b>	55	±3	7	12	26	30	25	±3	3.5	±0.1	
Army	49	±5	5	10	26	31	28	±6	3.7	±0.2	
Navy	64	±4	12	14	26	30	18	±5	3.3	±0.2	
Marine Corps	63	±5	8	18	29	22	23	±7	3.3	±0.2	
Air Force	56	±4	4	11	25	31	30	±6	3.7	±0.2	
Enlisted	56	±3	8	12	26	30	25	±4	3.5	±0.1	
E1 – E4	51	±5	9	13	25	30	24	±7	3.5	±0.2	
E5 – E9	59	±3	7	11	27	30	25	±4	3.5	±0.1	
Officers	48	±4	5	13	27	27	28	±7	3.6	±0.2	
O1 – O3	48	±5	4	14	29	25	26	±6	3.6	±0.2	
O4 – O6	49	±6	6	15	26	24	29	±13	3.6	±0.3	
<b>HISPANIC</b>	59	±3	6	13	30	27	23	±4	3.5	±0.1	
Army	52	±5	3	10	28	31	28	±6	3.7	±0.2	
Navy	61	±5	11	17	32	26	13	±7	3.1	±0.2	
Marine Corps	70	±5	8	16	32	23	20	±10	3.3	±0.3	
Air Force	57	±6	4	10	27	28	30	±8	3.7	±0.2	
Enlisted	59	±3	6	13	30	27	23	±4	3.5	±0.1	
E1 – E4	60	±5	7	15	31	24	23	±7	3.4	±0.2	
E5 – E9	59	±3	5	12	29	30	24	±4	3.6	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25), one of which was formal (Q26).

26a. Continued	Percent Responding		Percentages					Max ME	Average Helpfulness		
			1	2	3	4	5				
Officers	49	±6	7	12	31	30	21	±9	3.5	±0.2	
O1 – O3	51	±8	7	11	35	23	24	±13	3.5	±0.3	
O4 – O6	45	±7	9	15	23	33	20	±13	3.4	±0.3	
AIAN	52	±9	18	12	31	24	16	±15	3.1	±0.4	
Army	49	±14	NR	12	22	NR	16	±14	3.0	±0.7	
Navy	68	±9	NR	10	NR	17	6	±11	2.8	±0.4	
Marine Corps	40	±20	14	16	22	35	13	±14	3.2	±0.3	
Air Force	54	±18	4	10	NR	17	NR	±12	3.7	±0.6	
Enlisted	51	±9	14	13	32	26	15	±12	3.2	±0.3	
E1 – E4	44	±14	7	18	31	NR	9	±12	3.2	±0.3	
E5 – E9	57	±10	19	9	33	19	20	±16	3.1	±0.5	
Officers	61	±24	NR	6	NR	NR	NR	±8	NR		
O1 – O3	57	±31	8	8	NR	11	NR	±16	3.1	±0.2	
O4 – O6	59	±39	NR	NR	NR	NR	3	±11	NR		
ASIAN	56	±4	5	13	29	30	22	±4	3.5	±0.1	
Army	46	±7	5	14	28	21	31	±9	3.6	±0.3	
Navy	64	±5	6	14	28	33	19	±6	3.5	±0.2	
Marine Corps	62	±12	10	14	27	NR	11	±10	3.3	±0.3	
Air Force	54	±6	2	9	34	32	23	±7	3.7	±0.2	
Enlisted	59	±4	5	13	29	32	21	±5	3.5	±0.1	
E1 – E4	51	±6	6	11	33	33	17	±9	3.4	±0.2	
E5 – E9	65	±4	5	14	27	31	23	±5	3.5	±0.2	
Officers	43	±7	5	16	28	23	27	±12	3.5	±0.3	
O1 – O3	43	±8	3	17	31	25	23	±11	3.5	±0.3	
O4 – O6	46	±11	8	16	24	17	NR	±11	3.5	±0.6	
NHPI	59	±10	2	9	26	37	25	±11	3.7	±0.2	
Army	50	±15	0	NR	27	NR	NR	±18	3.8	±0.4	
Navy	76	±11	8	12	21	24	NR	±13	3.7	±0.5	
Marine Corps	78	±8	3	5	36	34	22	±17	3.7	±0.3	
Air Force	67	±8	1	7	23	NR	22	±10	3.8	±0.2	
Enlisted	59	±10	2	9	24	38	26	±12	3.8	±0.2	
Officers	55	±35	5	6	NR	NR	NR	±12	3.3	±0.4	
TWO OR MORE RACES	50	±6	11	16	28	26	20	±9	3.3	±0.2	
Army	37	±12	8	NR	21	NR	13	±15	3.5	±0.4	
Navy	55	±9	13	19	21	20	27	±14	3.3	±0.4	
Marine Corps	66	±18	NR	NR	NR	NR	14	±17	2.9	±0.7	
Air Force	56	±9	5	18	40	18	20	±14	3.3	±0.3	
Enlisted	52	±7	10	17	28	26	19	±10	3.3	±0.3	
E1 – E4	48	±10	9	18	29	28	16	±16	3.3	±0.4	
E5 – E9	57	±8	12	15	28	24	21	±11	3.3	±0.3	
Officers	39	±12	NR	14	21	NR	NR	±16	3.4	±0.6	
O1 – O3	37	±14	NR	9	NR	NR	NR	±7	3.5	±0.8	
O4 – O6	52	±21	7	NR	14	NR	7	±13	NR		
COAST GUARD	46	±3	9	18	36	24	13	±4	3.1	±0.1	
White	46	±4	9	20	35	23	12	±6	3.1	±0.2	
Black	41	±4	6	15	35	25	18	±5	3.3	±0.2	
Hispanic	47	±5	8	13	41	22	16	±8	3.3	±0.2	
Other Race/Ethnicity	47	±6	9	12	39	28	13	±11	3.2	±0.2	
Enlisted	48	±4	8	18	36	24	13	±5	3.2	±0.2	
Officers	37	±4	11	20	36	22	12	±7	3.0	±0.2	
Male	47	±3	8	19	37	24	13	±5	3.1	±0.1	
Female	39	±3	11	17	32	24	17	±5	3.2	±0.2	
Not Deployed Past 12 Months	46	±3	7	18	37	24	13	±5	3.2	±0.1	
Deployed Past 12 Months	45	±6	13	19	34	22	12	±9	3.0	±0.3	

NR: Not reportable

**26. To what extent have your mentorship experiences helped you to advance your military career?****b. Informal mentorship experiences**

1. Did not help at all

2. Helped to a small extent

3. Helped to a moderate extent

4. Helped to a large extent

5. Helped to a very large extent

	Percent Responding		Percentages					Max ME	Average Helpfulness		
			1	2	3	4	5				
<b>TOTAL DOD</b>	69	±2	2	7	24	35	31	±2	3.9	±0.1	
Army	65	±2	1	6	23	36	34	±3	4.0	±0.1	
Navy	70	±2	5	9	27	32	27	±3	3.7	±0.1	
Marine Corps	76	±3	5	10	26	33	27	±4	3.7	±0.1	
Air Force	70	±2	1	5	21	38	35	±3	4.0	±0.1	
Enlisted	69	±2	3	7	24	34	31	±2	3.8	±0.1	
E1 – E4	64	±3	4	10	27	32	27	±3	3.7	±0.1	
E5 – E9	73	±2	2	5	23	36	34	±2	3.9	±0.1	
Officers	71	±3	1	6	22	38	34	±3	4.0	±0.1	
O1 – O3	72	±4	1	6	23	38	32	±5	4.0	±0.1	
O4 – O6	69	±4	1	5	21	38	35	±5	4.0	±0.1	
Male	69	±2	2	7	24	36	31	±2	3.9	±0.1	
Female	69	±3	2	7	25	32	34	±4	3.9	±0.1	
Not Deployed Past 12 Months	69	±2	2	6	23	36	32	±2	3.9	±0.1	
Deployed Past 12 Months	70	±2	3	8	25	34	30	±3	3.8	±0.1	
<b>WHITE</b>	70	±2	2	7	24	35	31	±2	3.8	±0.1	
Army	66	±3	1	6	23	36	34	±4	4.0	±0.1	
Navy	71	±3	5	9	28	31	27	±4	3.7	±0.1	
Marine Corps	77	±5	5	10	27	32	26	±6	3.6	±0.2	
Air Force	70	±3	1	5	21	39	34	±4	4.0	±0.1	
Enlisted	70	±2	3	8	25	34	31	±3	3.8	±0.1	
E1 – E4	66	±4	4	11	27	31	28	±4	3.7	±0.1	
E5 – E9	74	±3	2	5	23	36	33	±3	3.9	±0.1	
Officers	71	±3	1	6	22	39	32	±4	4.0	±0.1	
O1 – O3	74	±5	1	6	24	39	30	±6	3.9	±0.1	
O4 – O6	69	±4	2	6	21	38	34	±6	4.0	±0.2	
<b>BLACK</b>	68	±3	2	7	22	35	34	±3	3.9	±0.1	
Army	65	±5	1	7	21	35	36	±5	4.0	±0.1	
Navy	70	±4	5	9	24	32	29	±5	3.7	±0.2	
Marine Corps	73	±4	3	8	21	36	32	±6	3.9	±0.2	
Air Force	71	±4	0	5	20	37	38	±5	4.1	±0.1	
Enlisted	68	±3	2	7	22	34	34	±3	3.9	±0.1	
E1 – E4	59	±5	3	10	25	35	27	±7	3.7	±0.2	
E5 – E9	73	±3	2	6	21	34	37	±4	4.0	±0.1	
Officers	73	±4	1	6	17	39	36	±5	4.0	±0.1	
O1 – O3	71	±5	1	8	15	36	40	±6	4.1	±0.1	
O4 – O6	72	±4	1	4	19	38	38	±8	4.1	±0.2	
<b>HISPANIC</b>	68	±3	2	6	25	37	31	±3	3.9	±0.1	
Army	64	±4	1	5	24	36	34	±5	4.0	±0.1	
Navy	66	±5	3	7	29	38	23	±7	3.7	±0.2	
Marine Corps	76	±5	3	10	26	36	25	±8	3.7	±0.2	
Air Force	71	±5	0	3	20	38	38	±7	4.1	±0.2	
Enlisted	68	±3	2	6	25	37	30	±4	3.9	±0.1	
E1 – E4	65	±5	3	8	28	33	27	±6	3.7	±0.2	
E5 – E9	71	±3	1	5	22	40	33	±4	4.0	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25), one of which was informal (Q26).

26b. Continued	Percent Responding		Percentages					Max ME	Average Helpfulness		
			1	2	3	4	5				
Officers	67	±6	1	6	23	33	37	±7	4.0	±0.2	
O1 – O3	68	±7	1	5	24	35	35	±10	4.0	±0.2	
O4 – O6	71	±6	1	5	23	32	39	±11	4.0	±0.2	
AIAN	64	±9	2	7	24	36	32	±11	3.9	±0.2	
Army	63	±12	1	7	20	NR	NR	±13	3.9	±0.3	
Navy	74	±8	2	6	29	33	30	±16	3.8	±0.3	
Marine Corps	46	±23	8	14	23	29	27	±16	3.5	±0.4	
Air Force	71	±15	0	2	NR	22	NR	±12	4.2	±0.4	
Enlisted	62	±9	2	8	27	32	31	±11	3.8	±0.2	
E1 – E4	56	±15	3	12	26	NR	NR	±12	3.7	±0.4	
E5 – E9	68	±9	1	4	27	31	36	±13	4.0	±0.3	
Officers	75	±19	0	2	7	NR	NR	±7	4.3	±0.3	
O1 – O3	66	±30	0	1	10	NR	NR	±12	NR		
O4 – O6	79	±26	NR	2	6	NR	NR	±12	4.1	±0.2	
ASIAN	65	±4	2	7	27	34	29	±4	3.8	±0.1	
Army	56	±7	1	8	26	33	31	±8	3.9	±0.2	
Navy	69	±5	3	8	27	32	30	±6	3.8	±0.2	
Marine Corps	72	±11	2	10	23	44	21	±16	3.7	±0.2	
Air Force	65	±6	1	5	30	34	31	±8	3.9	±0.2	
Enlisted	65	±4	2	8	27	34	29	±5	3.8	±0.1	
E1 – E4	56	±7	3	11	32	32	22	±9	3.6	±0.2	
E5 – E9	71	±4	2	7	24	34	33	±6	3.9	±0.2	
Officers	65	±7	0	4	26	38	31	±8	4.0	±0.2	
O1 – O3	64	±10	0	4	27	38	30	±11	3.9	±0.2	
O4 – O6	67	±9	1	4	25	36	34	±15	4.0	±0.3	
NHPI	66	±10	1	7	29	30	33	±11	3.9	±0.2	
Army	58	±15	NR	NR	33	NR	32	±18	3.8	±0.4	
Navy	76	±11	3	9	27	19	NR	±13	3.9	±0.4	
Marine Corps	83	±7	1	5	33	30	31	±16	3.8	±0.3	
Air Force	75	±7	1	4	20	47	29	±16	4.0	±0.1	
Enlisted	64	±10	1	7	31	29	32	±11	3.8	±0.2	
Officers	89	±9	0	1	9	NR	NR	±12	NR		
TWO OR MORE RACES	68	±6	3	8	22	36	30	±7	3.8	±0.2	
Army	60	±12	1	5	24	43	28	±16	3.9	±0.3	
Navy	72	±8	2	10	22	39	27	±12	3.8	±0.2	
Marine Corps	72	±18	NR	NR	NR	16	NR	±10	NR		
Air Force	71	±8	0	9	19	36	36	±12	4.0	±0.2	
Enlisted	69	±7	3	9	23	38	27	±8	3.8	±0.2	
E1 – E4	63	±10	NR	9	26	38	22	±13	3.6	±0.3	
E5 – E9	75	±7	1	10	20	38	31	±9	3.9	±0.2	
Officers	62	±12	0	2	18	25	56	±14	4.3	±0.3	
O1 – O3	58	±15	0	1	19	21	NR	±15	4.4	±0.3	
O4 – O6	68	±20	1	2	14	NR	NR	±11	4.2	±0.3	
COAST GUARD	65	±3	1	7	27	39	26	±4	3.8	±0.1	
White	66	±4	1	7	27	40	25	±5	3.8	±0.1	
Black	60	±4	1	8	23	33	36	±5	4.0	±0.1	
Hispanic	63	±4	2	4	30	39	25	±6	3.8	±0.1	
Other Race/Ethnicity	65	±6	0	7	27	37	28	±8	3.8	±0.2	
Enlisted	64	±3	1	7	29	39	24	±4	3.8	±0.1	
Officers	69	±4	0	5	21	40	34	±5	4.0	±0.1	
Male	65	±3	1	7	28	40	25	±4	3.8	±0.1	
Female	66	±3	1	7	26	34	32	±4	3.9	±0.1	
Not Deployed Past 12 Months	65	±3	1	7	28	40	25	±4	3.8	±0.1	
Deployed Past 12 Months	66	±6	2	6	27	37	29	±8	3.8	±0.2	

NR: Not reportable


















































**26. Have you had formal or informal mentorship experiences that helped you to advance your military career?**  
**Constructed from Q26.**

a. Formal mentorship experiences

b. Informal mentorship experiences

	Percent Responding		Percentages		Max ME	Percent with Both Formal and Informal Mentorship Experiences		
			a	b				
<b>TOTAL DOD</b>	71	±2	76	98	±2	74.0	±2.0	
Army	67	±2	70	97	±3	68.0	±3.0	
Navy	72	±2	82	97	±3	80.0	±3.0	
Marine Corps	78	±3	84	98	±3	83.0	±3.0	
Air Force	71	±2	74	98	±3	72.0	±3.0	
Enlisted	71	±2	79	97	±2	77.0	±2.0	
E1 – E4	66	±3	80	97	±3	78.0	±3.0	
E5 – E9	74	±2	78	98	±2	77.0	±2.0	
Officers	72	±3	62	99	±3	61.0	±3.0	
O1 – O3	73	±4	64	99	±5	63.0	±5.0	
O4 – O6	70	±4	58	99	±5	57.0	±5.0	
Male	71	±2	78	98	±2	76.0	±2.0	
Female	71	±3	67	97	±3	65.0	±4.0	
Not Deployed Past 12 Months	70	±2	76	98	±2	74.0	±2.0	
Deployed Past 12 Months	71	±2	76	98	±3	75.0	±3.0	
<b>WHITE</b>	71	±2	74	98	±2	73.0	±2.0	
Army	68	±3	67	98	±4	66.0	±4.0	
Navy	73	±3	79	98	±4	78.0	±4.0	
Marine Corps	79	±5	81	98	±5	81.0	±5.0	
Air Force	71	±3	73	99	±4	72.0	±4.0	
Enlisted	71	±2	77	98	±2	76.0	±2.0	
E1 – E4	67	±3	77	98	±4	76.0	±4.0	
E5 – E9	75	±3	77	98	±3	76.0	±3.0	
Officers	72	±3	60	99	±4	60.0	±4.0	
O1 – O3	74	±5	63	100	±6	62.0	±6.0	
O4 – O6	70	±4	56	99	±6	54.0	±6.0	
<b>BLACK</b>	71	±3	78	96	±3	75.0	±3.0	
Army	67	±4	72	96	±5	70.0	±5.0	
Navy	73	±4	87	96	±4	84.0	±4.0	
Marine Corps	74	±4	85	98	±4	84.0	±4.0	
Air Force	75	±4	75	95	±4	70.0	±5.0	
Enlisted	71	±3	79	96	±3	76.0	±3.0	
E1 – E4	63	±5	81	95	±6	78.0	±6.0	
E5 – E9	75	±3	78	96	±3	75.0	±3.0	
Officers	74	±4	65	99	±5	64.0	±5.0	
O1 – O3	73	±5	65	98	±6	64.0	±6.0	
O4 – O6	73	±4	67	99	±6	66.0	±6.0	
<b>HISPANIC</b>	70	±3	83	96	±3	80.0	±3.0	
Army	67	±4	78	95	±5	74.0	±5.0	
Navy	69	±5	88	95	±4	84.0	±5.0	
Marine Corps	78	±5	90	98	±3	89.0	±4.0	
Air Force	72	±5	78	99	±6	77.0	±6.0	
Enlisted	71	±3	84	96	±3	81.0	±3.0	
E1 – E4	69	±5	87	95	±4	82.0	±5.0	
E5 – E9	72	±3	82	98	±3	80.0	±3.0	

Note. Percent responding are active duty members with at least one military mentor (Q25) who indicated the extent to which their formal and informal mentorship experiences helped to advance their military careers. (Q26).

26. Continued	Percent Responding		Percentages		Max ME	Percent with Both Formal and Informal Mentorship Experiences		
			a	b				
Officers	70	±5	71	97	±7	67.0	±7.0	
O1 – O3	72	±6	71	NR	±9	67.0	±10.0	
O4 – O6	71	±6	64	99	±10	63.0	±10.0	
AIAN	65	±9	80	98	±10	79.0	±10.0	
Army	65	±12	NR	97	±4	NR		
Navy	75	±8	91	99	±7	90.0	±7.0	
Marine Corps	48	±24	83	96	±14	80.0	±14.0	
Air Force	72	±15	NR	99	±2	NR		
Enlisted	63	±9	80	97	±12	78.0	±11.0	
E1 – E4	58	±15	NR	96	±5	NR		
E5 – E9	69	±9	84	99	±9	83.0	±9.0	
Officers	75	±19	NR	100	±1	NR		
O1 – O3	66	±30	86	99	±17	85.0	±17.0	
O4 – O6	79	±26	NR	NR		NR		
ASIAN	67	±4	84	96	±3	81.0	±4.0	
Army	58	±7	79	97	±7	76.0	±7.0	
Navy	73	±5	88	95	±5	85.0	±5.0	
Marine Corps	73	±11	85	98	±12	84.0	±12.0	
Air Force	67	±6	80	98	±8	78.0	±8.0	
Enlisted	68	±4	88	96	±4	85.0	±4.0	
E1 – E4	59	±7	86	96	±6	84.0	±6.0	
E5 – E9	74	±4	88	96	±5	85.0	±5.0	
Officers	66	±7	66	99	±9	65.0	±9.0	
O1 – O3	65	±10	65	98	±12	64.0	±11.0	
O4 – O6	68	±9	68	100	±13	68.0	±13.0	
NHPI	71	±10	84	93	±10	78.0	±11.0	
Army	64	±15	77	90	±18	68.0	±18.0	
Navy	79	±11	95	NR	±5	91.0	±11.0	
Marine Corps	84	±7	94	99	±6	93.0	±6.0	
Air Force	77	±6	87	97	±6	84.0	±7.0	
Enlisted	70	±10	85	93	±10	79.0	±11.0	
Officers	89	±9	NR	100	±2	NR		
TWO OR MORE RACES	69	±6	73	98	±7	71.0	±7.0	
Army	60	±12	61	100	±16	61.0	±16.0	
Navy	74	±8	74	96	±10	72.0	±10.0	
Marine Corps	72	±18	91	100	±6	91.0	±6.0	
Air Force	74	±8	76	97	±10	73.0	±11.0	
Enlisted	70	±7	74	98	±7	72.0	±8.0	
E1 – E4	64	±10	74	98	±12	73.0	±12.0	
E5 – E9	77	±7	74	98	±9	72.0	±9.0	
Officers	62	±12	63	100	±15	63.0	±15.0	
O1 – O3	58	±15	NR	99	±2	NR		
O4 – O6	68	±20	76	100	±15	76.0	±15.0	
COAST GUARD	66	±3	69	99	±3	69.0	±3.0	
White	66	±4	69	99	±4	68.0	±4.0	
Black	62	±4	67	98	±4	65.0	±4.0	
Hispanic	63	±4	74	99	±5	73.0	±5.0	
Other Race/Ethnicity	66	±6	72	99	±9	71.0	±9.0	
Enlisted	65	±3	74	99	±4	73.0	±4.0	
Officers	70	±4	53	99	±5	53.0	±5.0	
Male	66	±3	71	99	±4	70.0	±4.0	
Female	67	±3	59	99	±4	58.0	±4.0	
Not Deployed Past 12 Months	65	±3	70	99	±4	69.0	±4.0	
Deployed Past 12 Months	67	±6	68	99	±7	67.0	±7.0	

NR: Not reportable

27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

a. Advising you on ways to handle challenging assignments

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	67	±2	3	9	24	37	28	±2	3.8	±0.1	
Army	64	±2	2	7	22	39	31	±3	3.9	±0.1	
Navy	68	±3	4	12	26	34	24	±3	3.6	±0.1	
Marine Corps	75	±4	5	11	26	36	22	±5	3.6	±0.1	
Air Force	68	±2	2	7	23	38	30	±3	3.9	±0.1	
Enlisted	67	±2	3	9	24	37	27	±2	3.8	±0.1	
E1 – E4	63	±3	4	10	23	37	25	±3	3.7	±0.1	
E5 – E9	71	±2	2	8	24	37	29	±2	3.8	±0.1	
Officers	67	±3	1	9	25	37	29	±3	3.8	±0.1	
O1 – O3	69	±4	1	10	24	36	28	±5	3.8	±0.1	
O4 – O6	66	±4	1	7	25	38	29	±5	3.9	±0.1	
Male	67	±2	3	8	24	38	27	±2	3.8	±0.1	
Female	67	±3	2	11	23	31	33	±4	3.8	±0.1	
Not Deployed Past 12 Months	67	±2	2	9	23	37	28	±2	3.8	±0.1	
Deployed Past 12 Months	68	±2	3	9	24	37	27	±3	3.7	±0.1	
WHITE	67	±2	3	9	25	38	25	±2	3.7	±0.1	
Army	64	±3	2	7	22	41	28	±4	3.9	±0.1	
Navy	68	±4	4	13	27	33	22	±4	3.6	±0.1	
Marine Corps	76	±5	6	11	28	35	20	±6	3.5	±0.2	
Air Force	67	±3	2	7	23	41	27	±4	3.8	±0.1	
Enlisted	67	±2	3	9	24	39	25	±3	3.7	±0.1	
E1 – E4	63	±4	5	11	23	39	23	±4	3.6	±0.1	
E5 – E9	71	±3	2	8	25	39	26	±3	3.8	±0.1	
Officers	68	±3	1	9	26	37	27	±4	3.8	±0.1	
O1 – O3	71	±5	1	11	25	37	26	±6	3.8	±0.2	
O4 – O6	65	±5	1	7	27	38	27	±6	3.8	±0.2	
BLACK	67	±3	2	7	23	33	36	±3	3.9	±0.1	
Army	63	±5	1	7	24	31	37	±5	4.0	±0.1	
Navy	69	±4	4	8	23	36	28	±5	3.8	±0.2	
Marine Corps	71	±5	2	10	19	32	36	±6	3.9	±0.2	
Air Force	72	±4	1	5	21	31	42	±5	4.1	±0.1	
Enlisted	67	±3	2	7	23	32	36	±3	3.9	±0.1	
E1 – E4	60	±5	2	8	27	30	33	±6	3.8	±0.2	
E5 – E9	72	±3	2	7	21	33	37	±4	4.0	±0.1	
Officers	70	±4	1	7	19	37	37	±5	4.0	±0.1	
O1 – O3	67	±5	1	5	22	35	38	±6	4.0	±0.1	
O4 – O6	70	±4	1	9	16	38	36	±8	4.0	±0.2	
HISPANIC	68	±3	2	8	22	37	30	±4	3.9	±0.1	
Army	64	±4	2	6	20	37	35	±6	4.0	±0.2	
Navy	65	±5	3	9	24	37	26	±6	3.7	±0.2	
Marine Corps	76	±5	1	13	21	41	24	±8	3.7	±0.2	
Air Force	69	±6	1	6	27	35	32	±7	3.9	±0.2	
Enlisted	68	±3	2	8	22	38	30	±4	3.9	±0.1	
E1 – E4	67	±5	3	10	21	37	29	±7	3.8	±0.2	
E5 – E9	69	±3	1	6	23	38	31	±4	3.9	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27a. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	65	±6	1	8	26	34	31	±8	3.9	±0.2	
O1 – O3	66	±7	1	8	26	31	34	±11	3.9	±0.3	
O4 – O6	67	±6	1	8	18	40	33	±10	4.0	±0.2	
AIAN	64	±9	2	8	20	31	38	±12	3.9	±0.2	
Army	64	±12	1	9	17	NR	NR	±14	4.1	±0.4	
Navy	73	±9	5	10	23	42	21	±17	3.6	±0.3	
Marine Corps	47	±23	3	9	24	36	28	±13	3.8	±0.3	
Air Force	70	±15	0	4	NR	21	NR	±12	4.2	±0.5	
Enlisted	62	±9	2	9	23	32	34	±11	3.9	±0.2	
E1 – E4	57	±15	2	7	27	NR	NR	±12	3.8	±0.3	
E5 – E9	67	±9	3	11	19	31	36	±13	3.9	±0.3	
Officers	74	±19	1	4	7	NR	NR	±7	4.4	±0.4	
O1 – O3	64	±30	1	6	NR	NR	NR	±9	3.9	±0.2	
O4 – O6	78	±26	1	3	2	NR	NR	±6	NR		
ASIAN	65	±4	2	10	24	37	28	±4	3.8	±0.1	
Army	55	±7	1	10	23	38	28	±8	3.8	±0.2	
Navy	70	±5	2	11	24	35	28	±6	3.8	±0.2	
Marine Corps	71	±11	3	10	22	44	20	±16	3.7	±0.2	
Air Force	64	±6	1	8	26	35	31	±8	3.9	±0.2	
Enlisted	65	±4	2	10	23	37	28	±5	3.8	±0.1	
E1 – E4	56	±7	2	9	22	43	24	±8	3.8	±0.1	
E5 – E9	72	±4	2	11	23	34	30	±5	3.8	±0.2	
Officers	62	±7	1	9	29	33	28	±9	3.8	±0.2	
O1 – O3	62	±10	1	9	26	34	30	±10	3.8	±0.2	
O4 – O6	64	±10	1	10	33	34	22	±18	3.7	±0.2	
NHPI	69	±10	0	11	22	42	24	±11	3.8	±0.2	
Army	64	±15	NR	NR	17	NR	17	±15	3.6	±0.4	
Navy	77	±11	2	4	NR	27	29	±14	3.8	±0.3	
Marine Corps	82	±7	1	5	24	32	38	±18	4.0	±0.3	
Air Force	74	±7	0	4	18	NR	31	±11	4.0	±0.1	
Enlisted	68	±10	0	12	23	40	24	±11	3.8	±0.2	
Officers	86	±11	1	2	6	NR	NR	±9	4.1	±0.2	
TWO OR MORE RACES	65	±6	4	11	22	35	27	±8	3.7	±0.2	
Army	57	±12	1	10	25	36	28	±16	3.8	±0.3	
Navy	69	±8	1	15	24	34	26	±12	3.7	±0.3	
Marine Corps	69	±18	NR	8	12	NR	19	±14	NR		
Air Force	69	±8	3	10	21	34	31	±12	3.8	±0.3	
Enlisted	65	±7	5	12	24	35	25	±8	3.6	±0.2	
E1 – E4	60	±10	7	12	18	39	24	±14	3.6	±0.4	
E5 – E9	71	±8	3	11	29	31	26	±9	3.7	±0.2	
Officers	61	±12	1	7	12	40	41	±16	4.1	±0.3	
O1 – O3	57	±15	0	8	10	NR	NR	±14	4.2	±0.3	
O4 – O6	66	±20	2	7	14	NR	NR	±11	4.1	±0.4	
COAST GUARD	63	±3	3	9	28	38	22	±4	3.7	±0.1	
White	64	±4	3	9	28	38	21	±5	3.7	±0.1	
Black	59	±4	2	10	25	34	29	±5	3.8	±0.1	
Hispanic	61	±4	1	6	32	36	25	±6	3.8	±0.2	
Other Race/Ethnicity	61	±6	4	11	24	44	17	±11	3.6	±0.2	
Enlisted	62	±3	4	9	29	37	21	±4	3.6	±0.1	
Officers	68	±4	1	8	24	44	23	±5	3.8	±0.1	
Male	63	±3	3	9	28	39	21	±4	3.7	±0.1	
Female	63	±3	2	10	25	35	28	±4	3.8	±0.1	
Not Deployed Past 12 Months	63	±3	3	9	26	40	22	±4	3.7	±0.1	
Deployed Past 12 Months	63	±6	4	6	34	34	22	±8	3.6	±0.2	

NR: Not reportable

27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

b. Providing you with challenging assignments

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	64	±2	4	10	23	36	27	±2	3.7	±0.1	
Army	61	±3	2	8	22	37	30	±3	3.9	±0.1	
Navy	64	±3	7	13	25	32	23	±3	3.5	±0.1	
Marine Corps	73	±4	6	13	23	35	23	±5	3.6	±0.1	
Air Force	64	±2	2	7	22	39	29	±3	3.9	±0.1	
Enlisted	65	±2	4	10	23	36	27	±2	3.7	±0.1	
E1 – E4	61	±3	5	12	23	36	24	±3	3.6	±0.1	
E5 – E9	68	±2	3	8	23	36	30	±2	3.8	±0.1	
Officers	62	±3	3	11	23	36	27	±4	3.7	±0.1	
O1 – O3	62	±4	3	13	25	36	23	±5	3.6	±0.1	
O4 – O6	62	±4	3	8	21	36	33	±5	3.9	±0.1	
Male	65	±2	4	10	23	37	27	±2	3.7	±0.1	
Female	60	±3	4	11	24	30	30	±4	3.7	±0.1	
Not Deployed Past 12 Months	64	±2	3	10	23	37	27	±2	3.7	±0.1	
Deployed Past 12 Months	65	±2	5	11	23	34	28	±3	3.7	±0.1	
WHITE	64	±2	4	11	23	37	25	±3	3.7	±0.1	
Army	61	±3	1	9	22	38	29	±4	3.8	±0.1	
Navy	63	±4	8	14	26	31	21	±4	3.4	±0.1	
Marine Corps	74	±5	5	14	22	37	21	±6	3.5	±0.2	
Air Force	63	±3	3	8	21	42	26	±4	3.8	±0.1	
Enlisted	64	±2	4	11	23	37	25	±3	3.7	±0.1	
E1 – E4	61	±4	5	14	21	38	22	±5	3.6	±0.1	
E5 – E9	68	±3	3	8	24	37	28	±3	3.8	±0.1	
Officers	62	±3	3	11	23	37	26	±4	3.7	±0.1	
O1 – O3	63	±5	3	14	25	38	21	±6	3.6	±0.2	
O4 – O6	62	±5	3	9	21	35	33	±6	3.9	±0.2	
BLACK	64	±3	4	8	23	33	32	±3	3.8	±0.1	
Army	62	±5	3	8	22	34	33	±6	3.9	±0.2	
Navy	65	±4	7	11	26	31	25	±5	3.6	±0.2	
Marine Corps	70	±5	4	8	25	33	31	±6	3.8	±0.2	
Air Force	67	±4	2	6	22	31	39	±5	4.0	±0.1	
Enlisted	65	±3	4	8	24	32	32	±3	3.8	±0.1	
E1 – E4	58	±5	5	10	27	31	28	±7	3.7	±0.2	
E5 – E9	68	±3	3	7	22	33	34	±4	3.9	±0.1	
Officers	62	±4	2	9	22	35	31	±5	3.8	±0.2	
O1 – O3	59	±5	4	6	21	37	33	±6	3.9	±0.2	
O4 – O6	63	±5	2	9	22	38	30	±8	3.9	±0.2	
HISPANIC	66	±3	4	8	23	35	31	±4	3.8	±0.1	
Army	63	±4	3	5	21	37	35	±6	4.0	±0.2	
Navy	62	±5	6	9	25	35	26	±7	3.7	±0.2	
Marine Corps	75	±5	5	12	24	33	25	±8	3.6	±0.2	
Air Force	66	±6	1	7	24	35	33	±7	3.9	±0.2	
Enlisted	66	±3	4	8	23	35	31	±4	3.8	±0.1	
E1 – E4	65	±5	5	9	25	33	29	±6	3.7	±0.2	
E5 – E9	67	±3	3	7	21	37	32	±4	3.9	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27b. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	62	±6	4	8	23	37	28	±8	3.8	±0.2	
O1 – O3	62	±7	2	9	29	33	27	±11	3.7	±0.3	
O4 – O6	64	±6	4	7	23	35	32	±11	3.9	±0.2	
AIAN	62	±9	3	9	22	30	36	±11	3.9	±0.2	
Army	63	±12	1	11	15	NR	NR	±13	3.9	±0.4	
Navy	70	±9	6	8	33	21	NR	±17	3.6	±0.4	
Marine Corps	46	±23	4	8	21	31	36	±14	3.9	±0.3	
Air Force	67	±15	1	4	NR	19	NR	±12	4.2	±0.5	
Enlisted	61	±9	3	10	25	34	28	±12	3.7	±0.2	
E1 – E4	57	±15	3	9	27	NR	18	±12	3.6	±0.2	
E5 – E9	64	±10	3	11	24	25	37	±13	3.8	±0.3	
Officers	72	±20	1	3	5	12	NR	±13	4.7	±0.3	
O1 – O3	61	±31	1	4	8	NR	NR	±12	NR		
O4 – O6	76	±27	1	3	3	6	NR	±12	4.8	±0.3	
ASIAN	63	±4	2	10	26	38	24	±4	3.7	±0.1	
Army	52	±7	2	10	30	32	26	±9	3.7	±0.2	
Navy	69	±5	3	11	23	40	24	±6	3.7	±0.2	
Marine Corps	71	±11	3	11	21	45	21	±16	3.7	±0.2	
Air Force	62	±6	0	7	32	35	26	±8	3.8	±0.2	
Enlisted	64	±4	2	10	26	38	24	±5	3.7	±0.1	
E1 – E4	56	±7	2	10	24	43	21	±8	3.7	±0.2	
E5 – E9	71	±4	2	10	26	35	27	±6	3.7	±0.1	
Officers	55	±7	2	8	28	37	24	±9	3.7	±0.2	
O1 – O3	53	±10	3	8	32	30	27	±11	3.7	±0.2	
O4 – O6	62	±10	2	9	19	52	18	±15	3.8	±0.2	
NHPI	67	±10	1	10	19	45	26	±11	3.9	±0.2	
Army	61	±15	NR	NR	14	NR	21	±16	3.8	±0.4	
Navy	75	±11	2	7	NR	27	30	±15	3.8	±0.3	
Marine Corps	80	±8	0	7	NR	32	37	±16	4.0	±0.3	
Air Force	74	±7	0	5	18	NR	29	±11	4.0	±0.1	
Enlisted	66	±10	1	10	20	43	26	±11	3.8	±0.2	
Officers	85	±12	0	3	8	NR	NR	±11	4.0	±0.2	
TWO OR MORE RACES	61	±6	6	11	23	34	27	±8	3.6	±0.2	
Army	53	±12	1	10	22	41	26	±18	3.8	±0.4	
Navy	64	±9	7	19	24	25	26	±13	3.4	±0.3	
Marine Corps	70	±18	NR	4	NR	21	NR	±14	NR		
Air Force	64	±9	1	7	22	43	27	±13	3.9	±0.2	
Enlisted	62	±7	6	11	23	34	25	±8	3.6	±0.2	
E1 – E4	60	±10	8	10	25	31	26	±14	3.6	±0.4	
E5 – E9	65	±8	5	12	21	38	25	±10	3.7	±0.3	
Officers	51	±12	1	9	19	NR	NR	±13	4.0	±0.3	
O1 – O3	48	±15	1	NR	NR	NR	NR	±2	4.0	±0.5	
O4 – O6	51	±21	2	5	15	NR	NR	±14	4.1	±0.4	
COAST GUARD	61	±3	3	9	28	41	20	±4	3.7	±0.1	
White	62	±4	3	9	27	42	19	±5	3.7	±0.1	
Black	54	±4	3	11	28	32	26	±5	3.7	±0.1	
Hispanic	59	±4	2	6	30	41	21	±7	3.7	±0.1	
Other Race/Ethnicity	58	±6	2	10	27	45	16	±9	3.6	±0.2	
Enlisted	61	±3	3	9	28	41	19	±5	3.6	±0.1	
Officers	60	±4	2	7	24	42	24	±5	3.8	±0.1	
Male	61	±3	3	9	28	42	19	±4	3.7	±0.1	
Female	56	±3	3	9	26	36	26	±4	3.7	±0.1	
Not Deployed Past 12 Months	60	±3	3	9	27	41	20	±4	3.7	±0.1	
Deployed Past 12 Months	61	±6	2	8	29	42	18	±8	3.7	±0.2	

NR: Not reportable

27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

c. Helping you get developmental assignments

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	63	±2	5	10	24	36	25	±2	3.7	±0.1	
Army	60	±3	4	9	23	38	27	±3	3.7	±0.1	
Navy	64	±3	6	12	26	32	22	±3	3.5	±0.1	
Marine Corps	72	±4	7	13	26	34	21	±4	3.5	±0.1	
Air Force	63	±2	3	8	24	37	28	±3	3.8	±0.1	
Enlisted	64	±2	5	10	25	35	25	±2	3.6	±0.1	
E1 – E4	60	±3	6	11	26	34	24	±3	3.6	±0.1	
E5 – E9	67	±2	5	9	24	36	25	±2	3.7	±0.1	
Officers	61	±3	4	10	22	36	27	±4	3.7	±0.1	
O1 – O3	61	±4	3	13	26	35	23	±5	3.6	±0.1	
O4 – O6	62	±4	4	8	17	38	33	±5	3.9	±0.1	
Male	64	±2	5	10	24	36	25	±2	3.6	±0.1	
Female	60	±3	5	10	25	32	28	±4	3.7	±0.1	
Not Deployed Past 12 Months	63	±2	4	10	24	36	26	±2	3.7	±0.1	
Deployed Past 12 Months	64	±2	6	10	25	34	24	±3	3.6	±0.1	
WHITE	64	±2	6	11	24	36	23	±3	3.6	±0.1	
Army	60	±3	5	9	22	40	25	±4	3.7	±0.1	
Navy	64	±4	8	14	27	31	21	±4	3.4	±0.1	
Marine Corps	73	±5	9	14	26	32	20	±6	3.4	±0.2	
Air Force	63	±3	4	8	23	40	26	±4	3.8	±0.1	
Enlisted	64	±2	6	11	24	36	22	±3	3.6	±0.1	
E1 – E4	61	±4	7	11	25	35	22	±5	3.5	±0.1	
E5 – E9	67	±3	6	10	24	37	23	±3	3.6	±0.1	
Officers	62	±3	4	10	22	37	27	±4	3.7	±0.1	
O1 – O3	62	±5	3	14	26	36	21	±6	3.6	±0.2	
O4 – O6	62	±5	4	8	17	38	33	±6	3.9	±0.2	
BLACK	63	±3	4	9	25	33	30	±3	3.8	±0.1	
Army	59	±5	3	8	25	33	31	±6	3.8	±0.2	
Navy	67	±4	5	11	26	33	24	±5	3.6	±0.2	
Marine Corps	69	±5	2	9	25	32	30	±6	3.8	±0.2	
Air Force	65	±4	2	6	26	30	35	±5	3.9	±0.1	
Enlisted	63	±3	3	9	26	32	30	±3	3.8	±0.1	
E1 – E4	58	±5	3	11	29	27	30	±7	3.7	±0.2	
E5 – E9	66	±3	4	7	24	35	30	±4	3.8	±0.1	
Officers	63	±4	4	9	22	36	29	±6	3.8	±0.2	
O1 – O3	60	±5	4	6	23	36	31	±6	3.8	±0.2	
O4 – O6	62	±5	5	8	21	37	30	±9	3.8	±0.2	
HISPANIC	64	±3	3	9	23	36	28	±4	3.8	±0.1	
Army	61	±5	4	6	21	36	32	±6	3.9	±0.2	
Navy	62	±5	3	10	26	36	25	±6	3.7	±0.2	
Marine Corps	72	±6	4	11	24	41	20	±8	3.6	±0.2	
Air Force	65	±6	2	10	25	31	32	±7	3.8	±0.2	
Enlisted	64	±3	3	8	23	36	29	±4	3.8	±0.1	
E1 – E4	62	±5	3	9	25	36	27	±7	3.7	±0.2	
E5 – E9	66	±3	3	8	22	37	30	±4	3.8	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27c. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	61	±6	5	11	25	36	23	±8	3.6	±0.2	
O1 – O3	62	±7	3	13	27	36	22	±12	3.6	±0.3	
O4 – O6	62	±7	4	9	22	36	29	±10	3.8	±0.2	
AIAN	61	±9	5	7	19	39	30	±12	3.8	±0.3	
Army	62	±12	NR	6	15	NR	NR	±9	3.8	±0.4	
Navy	69	±9	6	8	21	NR	NR	±12	3.7	±0.3	
Marine Corps	46	±23	4	13	22	39	21	±15	3.6	±0.3	
Air Force	67	±15	1	5	NR	19	NR	±12	4.1	±0.5	
Enlisted	60	±9	6	8	22	42	22	±11	3.7	±0.2	
E1 – E4	56	±15	3	10	24	NR	12	±11	3.6	±0.2	
E5 – E9	64	±10	8	6	20	36	31	±14	3.7	±0.4	
Officers	71	±20	1	4	5	NR	NR	±6	4.5	±0.4	
O1 – O3	61	±31	2	7	9	NR	NR	±13	NR		
O4 – O6	75	±28	1	4	2	5	NR	±10	4.8	±0.3	
ASIAN	62	±4	2	10	25	38	25	±4	3.7	±0.1	
Army	52	±7	3	8	30	32	27	±9	3.7	±0.2	
Navy	68	±5	3	11	22	40	24	±6	3.7	±0.2	
Marine Corps	70	±11	3	11	21	45	20	±16	3.7	±0.2	
Air Force	61	±6	1	10	26	36	27	±8	3.8	±0.2	
Enlisted	64	±4	2	10	24	38	25	±5	3.7	±0.1	
E1 – E4	56	±7	2	10	24	41	22	±8	3.7	±0.2	
E5 – E9	69	±4	2	11	24	37	27	±6	3.8	±0.1	
Officers	55	±7	3	9	29	34	25	±9	3.7	±0.2	
O1 – O3	53	±10	3	9	32	30	27	±11	3.7	±0.2	
O4 – O6	61	±10	4	9	24	NR	20	±14	3.7	±0.2	
NHPI	67	±10	1	13	24	42	21	±11	3.7	±0.2	
Army	61	±15	0	NR	18	NR	17	±14	3.6	±0.4	
Navy	75	±11	2	4	NR	35	19	±16	3.6	±0.3	
Marine Corps	79	±8	1	4	28	29	38	±17	4.0	±0.3	
Air Force	72	±8	1	4	22	NR	26	±10	3.9	±0.1	
Enlisted	65	±10	1	13	21	44	21	±12	3.7	±0.2	
Officers	86	±11	2	3	NR	9	NR	±13	3.4	±0.4	
TWO OR MORE RACES	60	±6	6	13	28	31	23	±8	3.5	±0.2	
Army	54	±12	6	NR	33	30	19	±17	3.5	±0.4	
Navy	66	±8	5	15	25	29	27	±14	3.6	±0.3	
Marine Corps	62	±20	NR	NR	NR	23	15	±16	3.1	±0.6	
Air Force	61	±9	5	9	23	38	26	±13	3.7	±0.3	
Enlisted	61	±7	6	13	29	31	22	±8	3.5	±0.2	
E1 – E4	56	±10	4	15	28	28	25	±15	3.5	±0.3	
E5 – E9	66	±8	8	10	30	34	19	±10	3.5	±0.3	
Officers	52	±12	NR	14	19	28	NR	±16	3.6	±0.6	
O1 – O3	52	±15	1	NR	21	NR	NR	±18	3.7	±0.5	
O4 – O6	42	±20	1	12	15	22	NR	±16	4.1	±0.6	
COAST GUARD	61	±3	3	11	28	39	19	±4	3.6	±0.1	
White	62	±4	3	11	29	39	19	±5	3.6	±0.1	
Black	55	±4	2	10	27	35	25	±5	3.7	±0.1	
Hispanic	58	±4	2	6	28	41	22	±7	3.8	±0.1	
Other Race/Ethnicity	60	±6	2	17	24	39	17	±11	3.5	±0.2	
Enlisted	61	±3	3	11	29	39	18	±5	3.6	±0.1	
Officers	61	±4	3	10	24	39	23	±5	3.7	±0.2	
Male	61	±3	3	11	28	39	18	±4	3.6	±0.1	
Female	57	±3	3	10	24	36	27	±4	3.7	±0.1	
Not Deployed Past 12 Months	60	±3	3	10	29	39	19	±4	3.6	±0.1	
Deployed Past 12 Months	63	±6	3	13	25	39	20	±8	3.6	±0.2	

NR: Not reportable



27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

d. Helping you develop skills/competencies for future assignments

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	67	±2	3	9	20	37	31	±2	3.8	±0.1	
Army	64	±2	2	7	18	37	35	±3	4.0	±0.1	
Navy	68	±3	4	11	24	34	27	±3	3.7	±0.1	
Marine Corps	75	±4	5	12	21	36	26	±4	3.7	±0.1	
Air Force	69	±2	1	7	19	39	33	±3	4.0	±0.1	
Enlisted	67	±2	3	9	20	37	31	±2	3.8	±0.1	
E1 – E4	63	±3	4	10	20	35	31	±3	3.8	±0.1	
E5 – E9	71	±2	2	8	20	38	32	±2	3.9	±0.1	
Officers	67	±3	2	9	20	37	31	±3	3.9	±0.1	
O1 – O3	69	±4	2	9	23	35	30	±5	3.8	±0.1	
O4 – O6	66	±4	2	8	17	42	32	±5	3.9	±0.1	
Male	68	±2	3	9	20	37	31	±2	3.8	±0.1	
Female	67	±3	3	9	21	33	34	±4	3.9	±0.1	
Not Deployed Past 12 Months	67	±2	2	9	20	38	32	±2	3.9	±0.1	
Deployed Past 12 Months	68	±2	4	9	21	35	30	±3	3.8	±0.1	
WHITE	68	±2	3	10	20	38	30	±2	3.8	±0.1	
Army	65	±3	2	8	17	39	33	±4	3.9	±0.1	
Navy	67	±4	5	12	25	32	26	±4	3.6	±0.1	
Marine Corps	76	±5	5	13	22	36	24	±6	3.6	±0.2	
Air Force	68	±3	1	8	19	40	32	±4	3.9	±0.1	
Enlisted	68	±2	3	10	20	38	29	±3	3.8	±0.1	
E1 – E4	64	±4	4	11	19	35	30	±4	3.7	±0.1	
E5 – E9	72	±3	2	9	20	40	29	±3	3.8	±0.1	
Officers	68	±3	2	9	20	37	31	±4	3.8	±0.1	
O1 – O3	71	±5	3	10	23	35	29	±6	3.8	±0.2	
O4 – O6	65	±5	2	8	16	42	32	±6	3.9	±0.2	
BLACK	67	±3	2	7	20	34	36	±3	4.0	±0.1	
Army	63	±5	2	5	21	32	41	±6	4.1	±0.2	
Navy	69	±4	4	11	21	36	28	±5	3.7	±0.2	
Marine Corps	72	±4	2	11	20	35	33	±6	3.9	±0.2	
Air Force	70	±4	1	5	20	37	37	±5	4.0	±0.1	
Enlisted	67	±3	2	7	21	34	36	±3	3.9	±0.1	
E1 – E4	60	±5	3	9	25	31	33	±7	3.8	±0.2	
E5 – E9	71	±3	2	6	19	35	38	±4	4.0	±0.1	
Officers	69	±4	1	7	18	39	34	±5	4.0	±0.1	
O1 – O3	67	±5	2	5	21	36	36	±6	4.0	±0.2	
O4 – O6	68	±5	1	7	20	44	28	±8	3.9	±0.1	
HISPANIC	68	±3	2	7	20	37	34	±4	3.9	±0.1	
Army	64	±4	3	5	18	37	38	±6	4.0	±0.2	
Navy	65	±5	3	8	23	37	29	±6	3.8	±0.2	
Marine Corps	76	±5	2	10	21	40	28	±8	3.8	±0.2	
Air Force	69	±6	1	7	20	36	37	±7	4.0	±0.2	
Enlisted	68	±3	2	7	20	37	34	±4	3.9	±0.1	
E1 – E4	66	±5	3	8	21	36	34	±6	3.9	±0.2	
E5 – E9	70	±3	2	6	19	39	35	±4	4.0	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27d. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	66	±6	1	7	23	40	28	±8	3.9	±0.2	
O1 – O3	67	±7	1	6	24	41	28	±11	3.9	±0.2	
O4 – O6	67	±6	1	8	24	34	33	±11	3.9	±0.2	
AIAN	63	±9	2	6	20	35	37	±11	4.0	±0.2	
Army	64	±12	1	5	19	NR	NR	±13	4.1	±0.3	
Navy	71	±9	5	7	20	41	27	±17	3.8	±0.3	
Marine Corps	48	±24	4	9	21	32	33	±15	3.8	±0.3	
Air Force	70	±15	2	5	NR	21	NR	±12	4.2	±0.5	
Enlisted	61	±9	3	7	23	39	29	±12	3.8	±0.2	
E1 – E4	57	±15	3	9	23	NR	22	±11	3.7	±0.2	
E5 – E9	66	±10	3	5	22	35	35	±13	3.9	±0.3	
Officers	75	±19	1	3	7	11	NR	±11	4.6	±0.3	
O1 – O3	65	±30	1	6	13	NR	NR	±16	NR		
O4 – O6	78	±26	2	2	4	6	NR	±13	4.7	±0.3	
ASIAN	64	±4	2	9	23	35	30	±4	3.8	±0.1	
Army	54	±7	3	10	21	33	33	±8	3.8	±0.2	
Navy	70	±5	2	10	24	38	27	±6	3.8	±0.2	
Marine Corps	70	±11	3	10	19	33	NR	±13	3.9	±0.3	
Air Force	64	±6	1	8	27	34	30	±8	3.9	±0.2	
Enlisted	65	±4	2	9	23	35	31	±5	3.8	±0.1	
E1 – E4	57	±7	2	8	22	39	29	±9	3.8	±0.2	
E5 – E9	71	±4	2	9	24	32	32	±5	3.8	±0.2	
Officers	61	±7	1	12	24	38	25	±8	3.7	±0.2	
O1 – O3	60	±10	1	14	26	32	27	±10	3.7	±0.2	
O4 – O6	64	±10	1	9	18	53	19	±14	3.8	±0.1	
NHPI	67	±10	0	10	22	41	27	±11	3.8	±0.2	
Army	61	±15	NR	14	19	NR	21	±17	3.7	±0.3	
Navy	76	±11	1	5	NR	30	29	±15	3.8	±0.3	
Marine Corps	80	±8	0	6	NR	28	45	±15	4.1	±0.3	
Air Force	74	±7	1	4	17	NR	33	±11	4.1	±0.1	
Enlisted	66	±10	0	10	18	43	28	±11	3.9	±0.2	
Officers	87	±10	NR	1	NR	12	NR	±15	NR		
TWO OR MORE RACES	65	±6	6	7	21	38	28	±8	3.8	±0.2	
Army	58	±12	3	5	26	39	27	±17	3.8	±0.3	
Navy	68	±8	3	9	26	35	27	±12	3.7	±0.2	
Marine Corps	68	±18	NR	NR	14	NR	19	±15	3.1	±0.8	
Air Force	70	±8	3	7	13	44	33	±12	4.0	±0.3	
Enlisted	66	±7	6	7	22	39	27	±8	3.7	±0.2	
E1 – E4	61	±10	7	8	18	42	26	±14	3.7	±0.3	
E5 – E9	71	±8	4	7	25	35	28	±10	3.7	±0.3	
Officers	60	±12	NR	6	17	35	36	±16	3.9	±0.5	
O1 – O3	56	±15	0	NR	16	NR	NR	±13	4.1	±0.4	
O4 – O6	65	±20	0	7	NR	NR	NR	±9	3.9	±0.4	
COAST GUARD	63	±3	2	8	21	43	26	±4	3.8	±0.1	
White	64	±4	2	7	21	44	25	±5	3.8	±0.1	
Black	59	±4	2	9	21	35	32	±5	3.9	±0.1	
Hispanic	61	±4	1	6	25	40	27	±6	3.9	±0.1	
Other Race/Ethnicity	62	±6	1	15	18	37	28	±11	3.7	±0.3	
Enlisted	62	±3	2	8	21	43	26	±4	3.8	±0.1	
Officers	68	±4	2	8	20	42	28	±5	3.9	±0.1	
Male	63	±3	2	8	21	43	26	±4	3.8	±0.1	
Female	62	±3	2	8	22	37	31	±4	3.9	±0.1	
Not Deployed Past 12 Months	63	±3	2	8	22	42	26	±4	3.8	±0.1	
Deployed Past 12 Months	63	±6	3	7	19	44	27	±8	3.9	±0.2	

NR: Not reportable

**27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.**

**e. Providing career guidance**

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
<b>TOTAL DOD</b>	68	±2	3	9	19	35	34	±2	3.9	±0.1	
Army	65	±2	2	8	17	37	36	±3	4.0	±0.1	
Navy	70	±2	4	10	22	35	29	±3	3.8	±0.1	
Marine Corps	74	±4	6	11	21	32	30	±4	3.7	±0.1	
Air Force	70	±2	1	8	19	34	39	±3	4.0	±0.1	
Enlisted	68	±2	3	9	20	35	33	±2	3.9	±0.1	
E1 – E4	63	±3	4	11	20	33	31	±3	3.8	±0.1	
E5 – E9	72	±2	3	7	19	36	35	±2	3.9	±0.1	
Officers	70	±3	1	9	17	36	38	±3	4.0	±0.1	
O1 – O3	71	±4	0	10	19	35	36	±5	4.0	±0.1	
O4 – O6	68	±4	1	7	15	37	41	±5	4.1	±0.1	
Male	69	±2	3	9	19	36	33	±2	3.9	±0.1	
Female	68	±3	3	9	20	30	38	±4	3.9	±0.1	
Not Deployed Past 12 Months	68	±2	2	8	19	35	36	±2	3.9	±0.1	
Deployed Past 12 Months	69	±2	4	10	20	35	32	±3	3.8	±0.1	
<b>WHITE</b>	69	±2	3	10	19	36	32	±2	3.8	±0.1	
Army	65	±3	2	9	16	40	33	±4	3.9	±0.1	
Navy	70	±3	5	11	22	34	27	±4	3.7	±0.1	
Marine Corps	75	±5	7	12	21	30	29	±6	3.6	±0.2	
Air Force	69	±3	1	8	19	35	37	±4	4.0	±0.1	
Enlisted	69	±2	4	10	19	36	31	±3	3.8	±0.1	
E1 – E4	64	±4	5	13	20	34	28	±4	3.7	±0.1	
E5 – E9	73	±3	3	8	19	37	33	±3	3.9	±0.1	
Officers	70	±3	1	9	17	36	37	±4	4.0	±0.1	
O1 – O3	73	±5	0	11	19	36	34	±6	3.9	±0.2	
O4 – O6	68	±5	1	7	15	37	41	±6	4.1	±0.1	
<b>BLACK</b>	68	±3	2	7	20	31	40	±3	4.0	±0.1	
Army	64	±5	1	6	20	30	43	±6	4.1	±0.2	
Navy	69	±4	3	9	22	34	32	±5	3.8	±0.2	
Marine Corps	72	±4	2	9	20	31	38	±6	3.9	±0.2	
Air Force	73	±4	1	5	18	31	45	±5	4.2	±0.1	
Enlisted	67	±3	2	7	21	31	40	±3	4.0	±0.1	
E1 – E4	59	±5	1	9	24	27	38	±7	3.9	±0.2	
E5 – E9	72	±3	2	5	19	32	42	±4	4.1	±0.1	
Officers	73	±4	1	7	16	37	40	±5	4.1	±0.1	
O1 – O3	71	±5	0	6	19	33	42	±6	4.1	±0.2	
O4 – O6	73	±4	1	7	16	36	41	±8	4.1	±0.1	
<b>HISPANIC</b>	68	±3	3	6	19	35	37	±4	4.0	±0.1	
Army	65	±4	3	6	17	36	38	±6	4.0	±0.2	
Navy	67	±5	4	7	19	38	33	±6	3.9	±0.2	
Marine Corps	75	±5	4	6	21	35	33	±9	3.9	±0.2	
Air Force	70	±6	1	5	20	30	45	±7	4.1	±0.2	
Enlisted	68	±3	3	6	19	35	37	±4	4.0	±0.1	
E1 – E4	66	±5	4	6	20	33	37	±7	3.9	±0.2	
E5 – E9	70	±3	3	6	18	36	37	±4	4.0	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27e. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	69	±5	2	6	15	36	41	±7	4.1	±0.2	
O1 – O3	70	±6	2	5	16	35	43	±10	4.1	±0.2	
O4 – O6	70	±6	2	5	20	34	39	±11	4.0	±0.2	
AIAN	63	±9	2	8	20	30	41	±11	4.0	±0.2	
Army	64	±12	1	6	19	NR	NR	±13	4.1	±0.3	
Navy	68	±11	3	13	18	38	29	±17	3.8	±0.3	
Marine Corps	48	±24	3	9	24	40	24	±13	3.7	±0.2	
Air Force	71	±15	0	4	NR	18	NR	±11	4.2	±0.4	
Enlisted	61	±9	2	9	22	32	35	±11	3.9	±0.2	
E1 – E4	57	±15	2	10	22	NR	NR	±10	3.8	±0.3	
E5 – E9	65	±10	2	8	22	30	38	±12	3.9	±0.3	
Officers	75	±19	0	3	6	NR	NR	±7	4.6	±0.3	
O1 – O3	66	±30	0	4	13	NR	NR	±15	NR		
O4 – O6	79	±26	0	3	2	NR	NR	±7	NR		
ASIAN	65	±4	2	9	23	35	32	±4	3.9	±0.1	
Army	56	±7	2	7	26	32	33	±8	3.9	±0.2	
Navy	71	±5	2	9	22	36	31	±6	3.9	±0.2	
Marine Corps	70	±11	3	11	19	43	23	±17	3.7	±0.2	
Air Force	66	±6	0	11	22	33	34	±7	3.9	±0.2	
Enlisted	66	±4	2	9	23	35	31	±5	3.9	±0.1	
E1 – E4	57	±7	2	9	22	40	27	±9	3.8	±0.2	
E5 – E9	72	±4	2	9	23	33	34	±6	3.9	±0.2	
Officers	64	±7	0	10	23	34	32	±8	3.9	±0.2	
O1 – O3	64	±10	0	12	26	31	30	±10	3.8	±0.2	
O4 – O6	67	±10	1	7	16	40	37	±15	4.0	±0.2	
NHPI	69	±10	0	12	17	43	28	±11	3.9	±0.2	
Army	63	±15	NR	NR	13	NR	20	±13	3.7	±0.4	
Navy	76	±11	1	4	NR	27	36	±15	3.9	±0.3	
Marine Corps	80	±8	0	9	11	43	37	±16	4.1	±0.3	
Air Force	76	±7	0	5	16	NR	36	±12	4.1	±0.1	
Enlisted	68	±10	0	13	18	41	28	±11	3.8	±0.2	
Officers	88	±10	NR	3	3	NR	NR	±6	4.1	±0.2	
TWO OR MORE RACES	67	±6	8	10	18	35	30	±8	3.7	±0.2	
Army	60	±12	NR	NR	13	42	26	±15	3.6	±0.5	
Navy	72	±8	1	9	27	30	33	±11	3.8	±0.2	
Marine Corps	71	±18	NR	10	NR	NR	19	±14	NR		
Air Force	72	±8	8	12	14	29	37	±12	3.7	±0.4	
Enlisted	68	±7	8	10	19	36	28	±9	3.7	±0.3	
E1 – E4	63	±10	10	12	11	37	30	±16	3.6	±0.4	
E5 – E9	74	±7	5	7	27	35	26	±9	3.7	±0.3	
Officers	62	±12	NR	12	10	25	48	±15	4.0	±0.5	
O1 – O3	57	±15	0	NR	10	23	NR	±17	4.2	±0.4	
O4 – O6	68	±20	1	NR	10	NR	NR	±9	NR		
COAST GUARD	64	±3	2	9	22	39	27	±4	3.8	±0.1	
White	65	±4	2	9	22	41	26	±5	3.8	±0.1	
Black	60	±4	2	7	20	34	37	±5	4.0	±0.1	
Hispanic	62	±4	1	6	24	37	32	±6	3.9	±0.2	
Other Race/Ethnicity	64	±6	4	9	25	37	25	±10	3.7	±0.3	
Enlisted	63	±3	2	9	24	39	26	±4	3.8	±0.1	
Officers	69	±4	0	7	18	40	35	±5	4.0	±0.1	
Male	64	±3	2	9	23	41	26	±4	3.8	±0.1	
Female	64	±3	1	8	21	31	38	±4	4.0	±0.1	
Not Deployed Past 12 Months	64	±3	2	9	23	39	27	±4	3.8	±0.1	
Deployed Past 12 Months	65	±6	3	7	22	39	29	±8	3.9	±0.2	

NR: Not reportable

27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

f. Inviting you to observe activities at his/her level

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	62	±2	5	10	22	34	30	±2	3.7	±0.1	
Army	59	±3	3	9	20	36	33	±3	3.9	±0.1	
Navy	62	±3	6	12	25	32	24	±3	3.6	±0.1	
Marine Corps	70	±4	9	12	22	33	24	±5	3.5	±0.2	
Air Force	62	±3	2	9	20	35	34	±3	3.9	±0.1	
Enlisted	62	±2	5	10	21	34	30	±2	3.7	±0.1	
E1 – E4	58	±3	6	11	22	32	28	±3	3.7	±0.1	
E5 – E9	66	±2	3	9	21	35	31	±2	3.8	±0.1	
Officers	59	±3	4	9	24	35	28	±4	3.7	±0.1	
O1 – O3	60	±4	4	8	25	37	26	±5	3.7	±0.1	
O4 – O6	57	±4	3	10	22	35	30	±5	3.8	±0.2	
Male	62	±2	5	10	21	35	29	±2	3.7	±0.1	
Female	59	±3	4	10	24	28	34	±4	3.8	±0.1	
Not Deployed Past 12 Months	61	±2	4	10	22	34	30	±2	3.8	±0.1	
Deployed Past 12 Months	62	±2	5	11	21	35	29	±3	3.7	±0.1	
WHITE	61	±2	5	11	22	35	28	±3	3.7	±0.1	
Army	59	±3	2	10	19	37	32	±4	3.9	±0.1	
Navy	61	±4	7	13	27	30	22	±4	3.5	±0.1	
Marine Corps	71	±5	10	13	23	32	23	±6	3.5	±0.2	
Air Force	61	±3	3	10	20	36	31	±4	3.8	±0.1	
Enlisted	62	±2	5	11	21	34	28	±3	3.7	±0.1	
E1 – E4	57	±4	7	12	21	33	27	±5	3.6	±0.1	
E5 – E9	66	±3	4	11	21	35	30	±3	3.8	±0.1	
Officers	60	±3	4	9	24	36	27	±4	3.7	±0.1	
O1 – O3	62	±5	5	9	26	38	23	±6	3.7	±0.2	
O4 – O6	57	±5	4	10	21	34	31	±6	3.8	±0.2	
BLACK	62	±3	4	7	22	32	35	±3	3.9	±0.1	
Army	59	±5	3	6	23	31	36	±6	3.9	±0.2	
Navy	64	±4	6	10	22	34	27	±5	3.7	±0.2	
Marine Corps	66	±5	6	9	19	34	32	±7	3.8	±0.2	
Air Force	65	±4	2	5	22	30	42	±5	4.1	±0.1	
Enlisted	62	±3	4	7	22	32	35	±4	3.9	±0.1	
E1 – E4	55	±5	4	10	27	25	34	±7	3.7	±0.2	
E5 – E9	66	±3	3	6	20	36	35	±4	3.9	±0.1	
Officers	59	±4	5	7	20	33	34	±6	3.8	±0.2	
O1 – O3	58	±5	4	6	22	33	36	±6	3.9	±0.2	
O4 – O6	56	±5	5	8	18	40	29	±10	3.8	±0.2	
HISPANIC	63	±3	4	8	20	36	32	±4	3.8	±0.1	
Army	61	±4	4	6	21	35	34	±6	3.9	±0.2	
Navy	60	±5	5	10	22	35	28	±7	3.7	±0.2	
Marine Corps	71	±6	4	11	18	38	29	±9	3.8	±0.2	
Air Force	62	±6	1	8	20	34	37	±8	4.0	±0.2	
Enlisted	63	±3	4	8	20	35	33	±4	3.9	±0.1	
E1 – E4	62	±5	4	9	21	34	32	±7	3.8	±0.2	
E5 – E9	65	±3	4	7	20	36	34	±4	3.9	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27f. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	56	±6	4	10	22	38	26	±8	3.7	±0.2	
O1 – O3	57	±7	3	10	20	41	27	±11	3.8	±0.3	
O4 – O6	57	±7	2	8	29	39	22	±13	3.7	±0.2	
AIAN	57	±9	3	8	24	28	37	±11	3.9	±0.2	
Army	54	±14	2	6	24	NR	NR	±16	4.0	±0.3	
Navy	69	±9	7	9	18	27	NR	±12	3.8	±0.4	
Marine Corps	45	±22	6	15	34	26	19	±16	3.4	±0.3	
Air Force	66	±15	1	5	NR	18	NR	±11	4.1	±0.5	
Enlisted	59	±9	4	8	23	30	35	±12	3.8	±0.2	
E1 – E4	54	±15	4	9	24	NR	NR	±11	3.7	±0.4	
E5 – E9	64	±10	3	7	22	25	43	±13	4.0	±0.3	
Officers	48	±27	1	5	NR	12	NR	±10	NR		
O1 – O3	58	±31	1	7	11	NR	NR	±16	NR		
O4 – O6	34	±35	3	6	NR	8	NR	±11	NR		
ASIAN	60	±4	2	11	23	38	26	±5	3.8	±0.1	
Army	51	±7	2	10	24	37	28	±9	3.8	±0.2	
Navy	67	±5	2	12	22	38	26	±7	3.7	±0.2	
Marine Corps	67	±11	4	11	22	NR	20	±9	3.6	±0.2	
Air Force	59	±6	1	8	25	36	30	±9	3.8	±0.2	
Enlisted	62	±4	2	10	22	39	26	±5	3.8	±0.1	
E1 – E4	54	±7	3	11	21	40	25	±9	3.7	±0.2	
E5 – E9	67	±4	2	10	22	39	27	±6	3.8	±0.1	
Officers	54	±7	2	12	29	31	26	±9	3.7	±0.2	
O1 – O3	53	±10	2	13	25	31	29	±11	3.7	±0.3	
O4 – O6	58	±10	2	10	NR	33	19	±17	3.6	±0.2	
NHPI	63	±10	1	14	17	45	24	±11	3.8	±0.2	
Army	57	±15	0	20	8	NR	20	±17	3.7	±0.4	
Navy	71	±11	2	5	NR	31	23	±16	3.7	±0.3	
Marine Corps	76	±8	0	8	17	34	41	±17	4.1	±0.3	
Air Force	71	±8	1	7	19	NR	29	±11	3.9	±0.1	
Enlisted	64	±10	1	14	17	44	24	±11	3.8	±0.2	
Officers	56	±36	1	3	12	NR	NR	±16	4.0	±0.2	
TWO OR MORE RACES	60	±6	10	12	21	29	29	±9	3.5	±0.3	
Army	55	±12	NR	NR	18	29	34	±17	3.7	±0.5	
Navy	60	±9	3	16	21	32	28	±13	3.7	±0.3	
Marine Corps	66	±18	NR	NR	15	16	14	±15	2.5	±0.7	
Air Force	63	±9	3	10	26	31	30	±14	3.7	±0.3	
Enlisted	61	±7	10	13	20	29	28	±10	3.5	±0.3	
E1 – E4	58	±10	15	13	17	29	26	±17	3.4	±0.5	
E5 – E9	64	±8	5	12	24	30	29	±10	3.7	±0.3	
Officers	54	±12	NR	8	23	24	37	±17	3.7	±0.5	
O1 – O3	50	±15	1	3	18	NR	NR	±14	4.2	±0.4	
O4 – O6	60	±20	0	NR	NR	16	19	±15	3.3	±0.5	
COAST GUARD	58	±3	3	10	27	36	23	±4	3.7	±0.1	
White	59	±4	3	11	27	36	22	±5	3.6	±0.1	
Black	53	±4	4	9	25	32	29	±5	3.7	±0.1	
Hispanic	55	±4	2	6	28	36	27	±7	3.8	±0.1	
Other Race/Ethnicity	57	±6	5	8	27	35	25	±11	3.7	±0.3	
Enlisted	58	±3	4	10	28	35	23	±5	3.6	±0.1	
Officers	58	±4	2	10	23	39	25	±6	3.8	±0.1	
Male	58	±3	3	10	27	36	22	±4	3.6	±0.1	
Female	55	±3	2	9	26	32	31	±4	3.8	±0.1	
Not Deployed Past 12 Months	57	±3	3	10	28	36	23	±4	3.7	±0.1	
Deployed Past 12 Months	60	±6	3	11	26	35	25	±8	3.7	±0.2	

NR: Not reportable

27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

g. Providing sponsorship/contacts to help advance your career

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	60	±2	6	13	25	31	25	±2	3.6	±0.1	
Army	56	±3	5	11	26	32	26	±3	3.6	±0.1	
Navy	61	±3	8	15	26	30	21	±3	3.4	±0.1	
Marine Corps	68	±4	9	15	25	31	20	±5	3.4	±0.2	
Air Force	60	±3	4	12	23	32	29	±3	3.7	±0.1	
Enlisted	60	±2	6	13	25	31	25	±2	3.6	±0.1	
E1 – E4	56	±3	6	13	25	31	24	±3	3.5	±0.1	
E5 – E9	64	±2	6	12	25	31	26	±2	3.6	±0.1	
Officers	58	±3	6	14	26	32	23	±4	3.5	±0.1	
O1 – O3	58	±4	4	14	26	32	23	±5	3.6	±0.2	
O4 – O6	57	±4	7	13	25	32	24	±5	3.5	±0.2	
Male	60	±2	6	13	25	32	24	±2	3.5	±0.1	
Female	58	±3	6	12	25	27	30	±4	3.6	±0.1	
Not Deployed Past 12 Months	60	±2	5	12	25	32	26	±2	3.6	±0.1	
Deployed Past 12 Months	61	±2	8	14	25	31	22	±3	3.5	±0.1	
WHITE	60	±2	7	14	26	31	23	±3	3.5	±0.1	
Army	56	±3	5	11	27	33	24	±4	3.6	±0.1	
Navy	60	±4	10	16	26	29	19	±4	3.3	±0.2	
Marine Corps	69	±5	10	17	25	29	19	±6	3.3	±0.2	
Air Force	60	±3	4	13	23	33	26	±4	3.6	±0.1	
Enlisted	61	±2	7	14	26	31	23	±3	3.5	±0.1	
E1 – E4	57	±4	8	15	25	32	21	±5	3.4	±0.1	
E5 – E9	64	±3	6	13	26	31	24	±3	3.5	±0.1	
Officers	58	±4	6	15	26	32	22	±4	3.5	±0.1	
O1 – O3	59	±5	4	15	27	33	21	±6	3.5	±0.2	
O4 – O6	56	±5	8	13	24	31	25	±6	3.5	±0.2	
BLACK	60	±3	4	11	25	30	30	±3	3.7	±0.1	
Army	56	±5	4	10	25	30	30	±6	3.7	±0.2	
Navy	63	±4	5	12	26	30	26	±5	3.6	±0.2	
Marine Corps	66	±5	4	11	23	32	29	±7	3.7	±0.2	
Air Force	62	±4	3	9	24	30	35	±5	3.9	±0.2	
Enlisted	60	±3	4	11	25	30	30	±3	3.7	±0.1	
E1 – E4	53	±5	4	12	27	26	31	±7	3.7	±0.2	
E5 – E9	64	±3	4	10	24	32	30	±4	3.7	±0.1	
Officers	60	±4	5	8	22	37	29	±6	3.8	±0.2	
O1 – O3	61	±5	4	5	21	36	33	±7	3.9	±0.2	
O4 – O6	56	±5	6	9	21	39	25	±9	3.7	±0.2	
HISPANIC	61	±3	5	10	22	33	29	±4	3.7	±0.1	
Army	59	±5	7	9	23	29	32	±6	3.7	±0.2	
Navy	60	±5	5	11	24	38	22	±7	3.6	±0.2	
Marine Corps	68	±6	5	12	22	39	22	±9	3.6	±0.2	
Air Force	61	±6	4	10	19	31	37	±8	3.9	±0.2	
Enlisted	62	±3	5	10	22	34	29	±4	3.7	±0.1	
E1 – E4	59	±5	4	10	23	33	29	±7	3.7	±0.2	
E5 – E9	64	±3	6	9	21	34	29	±4	3.7	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27g. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	57	±6	6	17	26	31	20	±8	3.4	±0.2	
O1 – O3	57	±7	4	22	26	28	21	±13	3.4	±0.3	
O4 – O6	56	±7	5	18	25	33	19	±11	3.4	±0.2	
AIAN	54	±9	4	10	24	36	26	±12	3.7	±0.2	
Army	52	±14	2	9	21	NR	21	±13	3.8	±0.2	
Navy	66	±11	8	9	21	34	28	±17	3.7	±0.4	
Marine Corps	44	±22	6	21	33	22	18	±15	3.2	±0.3	
Air Force	57	±18	2	7	NR	19	NR	±12	3.9	±0.5	
Enlisted	51	±9	5	12	27	32	24	±11	3.6	±0.2	
E1 – E4	48	±14	5	15	29	NR	16	±11	3.4	±0.3	
E5 – E9	55	±10	5	9	25	30	32	±13	3.7	±0.3	
Officers	70	±20	1	5	NR	NR	NR	±6	4.1	±0.4	
O1 – O3	59	±31	2	7	12	NR	NR	±16	NR		
O4 – O6	74	±28	0	4	NR	NR	NR	±9	NR		
ASIAN	60	±4	3	12	29	34	23	±5	3.6	±0.1	
Army	50	±7	4	13	27	32	24	±10	3.6	±0.2	
Navy	67	±5	3	10	29	35	23	±6	3.7	±0.2	
Marine Corps	65	±11	5	11	NR	31	16	±13	3.4	±0.2	
Air Force	60	±6	1	13	26	35	26	±8	3.7	±0.2	
Enlisted	62	±4	3	11	28	34	24	±5	3.6	±0.1	
E1 – E4	54	±7	3	10	30	36	21	±9	3.6	±0.2	
E5 – E9	68	±4	3	11	27	34	25	±6	3.7	±0.2	
Officers	54	±7	3	15	31	29	21	±10	3.5	±0.2	
O1 – O3	53	±10	3	17	29	29	23	±11	3.5	±0.3	
O4 – O6	57	±10	3	12	NR	31	17	±18	3.5	±0.2	
NHPI	61	±10	3	14	22	40	21	±11	3.6	±0.2	
Army	53	±15	2	21	14	NR	18	±18	3.5	±0.4	
Navy	71	±11	4	5	NR	31	22	±17	3.6	±0.3	
Marine Corps	75	±9	NR	11	30	37	22	±18	3.7	±0.3	
Air Force	71	±8	3	6	21	NR	28	±11	3.9	±0.2	
Enlisted	61	±10	3	14	20	42	21	±12	3.6	±0.2	
Officers	56	±37	NR	6	NR	NR	NR	±10	NR		
TWO OR MORE RACES	55	±6	11	15	28	25	22	±8	3.3	±0.2	
Army	49	±12	12	10	NR	25	17	±17	3.3	±0.4	
Navy	60	±9	5	22	28	22	23	±12	3.4	±0.3	
Marine Corps	53	±20	NR	6	NR	22	19	±18	NR		
Air Force	59	±9	10	16	20	28	26	±13	3.5	±0.4	
Enlisted	56	±7	11	15	28	25	21	±9	3.3	±0.3	
E1 – E4	51	±10	8	14	30	25	23	±16	3.4	±0.4	
E5 – E9	62	±8	13	15	26	25	20	±11	3.2	±0.3	
Officers	51	±12	NR	18	26	20	23	±18	3.2	±0.5	
O1 – O3	47	±15	NR	NR	20	NR	NR	±15	3.5	±0.6	
O4 – O6	57	±20	5	NR	NR	14	15	±13	3.2	±0.4	
COAST GUARD	58	±3	5	13	30	36	16	±4	3.4	±0.1	
White	58	±4	5	14	30	37	14	±5	3.4	±0.1	
Black	55	±4	4	11	25	31	28	±5	3.7	±0.1	
Hispanic	57	±4	3	9	31	34	23	±7	3.7	±0.2	
Other Race/Ethnicity	58	±6	7	11	34	33	16	±9	3.4	±0.2	
Enlisted	58	±4	5	13	31	35	16	±5	3.4	±0.1	
Officers	57	±4	4	14	27	39	16	±6	3.5	±0.2	
Male	58	±3	5	13	31	36	15	±4	3.4	±0.1	
Female	56	±3	3	13	27	32	26	±4	3.7	±0.1	
Not Deployed Past 12 Months	58	±3	5	14	30	35	16	±4	3.4	±0.1	
Deployed Past 12 Months	56	±6	6	10	29	39	16	±8	3.5	±0.2	

NR: Not reportable



27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

**h. Shielding you from those who would interfere with your career advancement**

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	59	±2	7	13	26	30	25	±2	3.5	±0.1	<div></div>
Army	56	±3	6	13	25	29	27	±3	3.6	±0.1	<div></div>
Navy	59	±3	9	14	28	30	19	±3	3.4	±0.1	<div></div>
Marine Corps	69	±4	10	14	26	28	23	±5	3.4	±0.2	<div></div>
Air Force	59	±3	6	11	24	32	28	±3	3.7	±0.1	<div></div>
Enlisted	61	±2	7	13	25	30	25	±2	3.5	±0.1	<div></div>
E1 – E4	58	±3	8	13	25	29	26	±3	3.5	±0.1	<div></div>
E5 – E9	63	±2	6	13	25	31	25	±2	3.5	±0.1	<div></div>
Officers	51	±3	9	14	29	28	21	±4	3.4	±0.1	<div></div>
O1 – O3	51	±4	7	14	29	28	23	±5	3.5	±0.2	<div></div>
O4 – O6	50	±4	11	13	27	30	19	±6	3.3	±0.2	<div></div>
Male	60	±2	7	13	25	31	24	±2	3.5	±0.1	<div></div>
Female	55	±3	8	14	28	23	27	±4	3.5	±0.1	<div></div>
Not Deployed Past 12 Months	58	±2	7	13	25	30	25	±2	3.5	±0.1	<div></div>
Deployed Past 12 Months	60	±2	8	13	26	29	23	±3	3.5	±0.1	<div></div>
WHITE	58	±2	8	14	25	30	23	±3	3.4	±0.1	<div></div>
Army	56	±3	6	13	25	29	26	±4	3.6	±0.1	<div></div>
Navy	57	±4	12	16	27	30	16	±5	3.2	±0.2	<div></div>
Marine Corps	70	±5	10	17	28	25	20	±6	3.3	±0.2	<div></div>
Air Force	57	±3	7	11	22	34	25	±4	3.6	±0.1	<div></div>
Enlisted	60	±2	8	14	25	30	23	±3	3.5	±0.1	<div></div>
E1 – E4	58	±4	9	15	25	28	24	±4	3.4	±0.2	<div></div>
E5 – E9	63	±3	7	14	25	32	23	±3	3.5	±0.1	<div></div>
Officers	51	±4	9	14	29	28	20	±5	3.4	±0.2	<div></div>
O1 – O3	52	±5	8	14	29	28	21	±6	3.4	±0.2	<div></div>
O4 – O6	49	±5	12	14	26	30	18	±7	3.3	±0.2	<div></div>
BLACK	60	±3	6	11	27	28	28	±3	3.6	±0.1	<div></div>
Army	57	±5	6	10	27	27	29	±6	3.6	±0.2	<div></div>
Navy	62	±4	7	13	30	30	21	±5	3.4	±0.2	<div></div>
Marine Corps	64	±5	6	9	22	34	29	±7	3.7	±0.2	<div></div>
Air Force	65	±4	3	10	26	27	34	±5	3.8	±0.2	<div></div>
Enlisted	61	±3	6	11	27	28	28	±3	3.6	±0.1	<div></div>
E1 – E4	56	±5	5	12	31	25	28	±7	3.6	±0.2	<div></div>
E5 – E9	64	±3	6	10	26	29	28	±4	3.6	±0.1	<div></div>
Officers	54	±4	8	10	22	32	29	±6	3.6	±0.2	<div></div>
O1 – O3	51	±5	6	10	25	29	30	±6	3.7	±0.2	<div></div>
O4 – O6	54	±5	10	8	24	33	26	±10	3.6	±0.2	<div></div>
HISPANIC	62	±3	5	12	24	30	29	±4	3.7	±0.1	<div></div>
Army	59	±5	5	12	23	31	30	±6	3.7	±0.2	<div></div>
Navy	59	±5	5	12	29	32	22	±7	3.6	±0.2	<div></div>
Marine Corps	70	±6	5	10	21	32	31	±9	3.7	±0.2	<div></div>
Air Force	61	±6	3	12	27	25	33	±8	3.7	±0.2	<div></div>
Enlisted	63	±3	5	11	24	31	30	±4	3.7	±0.1	<div></div>
E1 – E4	61	±5	4	10	22	31	32	±7	3.8	±0.2	<div></div>
E5 – E9	64	±3	5	12	25	30	29	±4	3.7	±0.1	<div></div>

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27h. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	49	±6	5	19	34	24	18	±10	3.3	±0.2	
O1 – O3	48	±8	4	22	31	21	22	±14	3.4	±0.3	
O4 – O6	52	±7	8	14	25	36	17	±12	3.4	±0.2	
AIAN	54	±9	7	10	25	30	28	±13	3.6	±0.2	
Army	54	±14	4	13	21	NR	20	±15	3.6	±0.3	
Navy	63	±12	9	8	27	23	NR	±12	3.6	±0.4	
Marine Corps	44	±22	14	8	30	18	31	±17	3.5	±0.5	
Air Force	56	±18	4	7	NR	19	NR	±12	3.9	±0.6	
Enlisted	52	±9	8	11	27	28	26	±11	3.5	±0.2	
E1 – E4	48	±14	8	9	28	NR	19	±11	3.5	±0.3	
E5 – E9	56	±10	8	13	26	21	33	±14	3.6	±0.4	
Officers	68	±21	2	4	NR	NR	NR	±6	4.1	±0.4	
O1 – O3	58	±31	5	7	NR	NR	NR	±11	NR		
O4 – O6	72	±29	2	3	3	NR	NR	±7	NR		
ASIAN	59	±4	4	12	26	36	22	±5	3.6	±0.1	
Army	50	±7	3	16	24	33	24	±9	3.6	±0.2	
Navy	66	±5	5	10	29	35	21	±6	3.6	±0.2	
Marine Corps	64	±12	6	13	22	NR	17	±9	3.5	±0.2	
Air Force	57	±6	2	10	25	38	25	±8	3.7	±0.2	
Enlisted	61	±4	4	11	25	37	22	±5	3.6	±0.1	
E1 – E4	54	±7	5	11	23	38	22	±9	3.6	±0.2	
E5 – E9	66	±4	3	11	27	36	23	±6	3.6	±0.1	
Officers	49	±7	5	14	31	29	20	±10	3.5	±0.2	
O1 – O3	47	±9	4	11	29	32	24	±12	3.6	±0.2	
O4 – O6	54	±10	7	21	NR	NR	13	±17	3.2	±0.3	
NHPI	64	±10	2	15	25	35	23	±11	3.6	±0.3	
Army	59	±15	2	NR	21	NR	NR	±15	3.5	±0.4	
Navy	69	±12	3	7	NR	28	21	±17	3.6	±0.3	
Marine Corps	77	±8	1	10	30	30	30	±18	3.8	±0.4	
Air Force	70	±8	2	7	17	NR	28	±11	3.9	±0.1	
Enlisted	65	±10	2	16	23	36	23	±11	3.6	±0.3	
Officers	51	±36	NR	3	NR	NR	NR	±7	NR		
TWO OR MORE RACES	57	±6	14	10	29	22	26	±9	3.4	±0.3	
Army	52	±12	NR	7	37	21	23	±18	3.3	±0.5	
Navy	55	±9	7	15	26	26	26	±13	3.5	±0.3	
Marine Corps	67	±18	NR	5	NR	19	16	±16	2.7	±0.8	
Air Force	60	±9	9	9	27	20	35	±13	3.6	±0.4	
Enlisted	58	±7	14	9	28	23	26	±10	3.4	±0.3	
E1 – E4	57	±10	19	5	25	23	28	±16	3.4	±0.5	
E5 – E9	59	±8	8	13	32	23	24	±11	3.4	±0.3	
Officers	46	±12	NR	14	NR	15	27	±17	3.3	±0.5	
O1 – O3	40	±14	2	NR	NR	NR	NR	±4	3.6	±0.5	
O4 – O6	54	±21	6	3	NR	12	NR	±12	3.5	±0.6	
COAST GUARD	55	±3	7	15	29	32	17	±4	3.4	±0.1	
White	55	±4	8	16	29	32	16	±5	3.3	±0.2	
Black	52	±4	4	14	27	29	26	±5	3.6	±0.2	
Hispanic	55	±4	4	12	29	32	23	±7	3.6	±0.2	
Other Race/Ethnicity	55	±6	5	12	27	37	18	±9	3.5	±0.2	
Enlisted	56	±4	7	14	28	33	18	±5	3.4	±0.1	
Officers	51	±4	8	17	31	29	14	±6	3.2	±0.2	
Male	55	±3	7	15	29	32	16	±4	3.4	±0.1	
Female	50	±3	6	12	28	29	24	±5	3.5	±0.1	
Not Deployed Past 12 Months	55	±3	7	14	28	33	17	±4	3.4	±0.1	
Deployed Past 12 Months	55	±6	6	16	33	28	16	±8	3.3	±0.2	

NR: Not reportable

**27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.**

**i. Acting as a role model for you**

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	68	±2	3	8	17	34	38	±2	3.9	±0.1	<div></div>
Army	65	±2	2	8	15	33	42	±3	4.1	±0.1	<div></div>
Navy	69	±2	5	10	19	34	31	±3	3.8	±0.1	<div></div>
Marine Corps	74	±4	5	10	19	32	35	±5	3.8	±0.1	<div></div>
Air Force	70	±2	2	7	16	35	40	±3	4.1	±0.1	<div></div>
Enlisted	68	±2	3	9	18	34	37	±2	3.9	±0.1	<div></div>
E1 – E4	63	±3	4	10	19	32	35	±3	3.8	±0.1	<div></div>
E5 – E9	72	±2	3	8	17	35	38	±2	4.0	±0.1	<div></div>
Officers	70	±3	1	7	14	35	43	±3	4.1	±0.1	<div></div>
O1 – O3	71	±4	2	8	17	36	38	±5	4.0	±0.1	<div></div>
O4 – O6	69	±4	1	6	10	32	51	±5	4.3	±0.1	<div></div>
Male	68	±2	3	8	17	35	37	±2	3.9	±0.1	<div></div>
Female	69	±3	4	9	17	29	41	±4	3.9	±0.1	<div></div>
Not Deployed Past 12 Months	68	±2	3	8	17	35	38	±2	4.0	±0.1	<div></div>
Deployed Past 12 Months	68	±2	4	9	18	33	37	±3	3.9	±0.1	<div></div>
WHITE	69	±2	3	8	17	34	37	±2	3.9	±0.1	<div></div>
Army	66	±3	2	7	15	35	41	±4	4.1	±0.1	<div></div>
Navy	69	±3	6	11	19	34	30	±4	3.7	±0.1	<div></div>
Marine Corps	75	±5	6	10	19	31	34	±6	3.8	±0.2	<div></div>
Air Force	69	±3	2	7	16	37	39	±4	4.0	±0.1	<div></div>
Enlisted	68	±2	4	9	18	34	35	±3	3.9	±0.1	<div></div>
E1 – E4	64	±4	5	10	19	32	34	±4	3.8	±0.1	<div></div>
E5 – E9	72	±3	3	7	17	36	36	±3	4.0	±0.1	<div></div>
Officers	71	±3	2	7	13	35	43	±4	4.1	±0.1	<div></div>
O1 – O3	73	±5	2	8	17	37	36	±6	4.0	±0.2	<div></div>
O4 – O6	69	±4	1	6	9	31	52	±6	4.3	±0.1	<div></div>
BLACK	67	±3	3	8	17	31	41	±3	4.0	±0.1	<div></div>
Army	63	±5	2	7	17	30	44	±6	4.1	±0.2	<div></div>
Navy	70	±4	5	10	18	33	33	±5	3.8	±0.2	<div></div>
Marine Corps	71	±4	3	10	16	31	41	±6	4.0	±0.2	<div></div>
Air Force	72	±4	1	5	19	31	45	±5	4.1	±0.1	<div></div>
Enlisted	67	±3	3	8	18	31	41	±3	4.0	±0.1	<div></div>
E1 – E4	58	±5	4	10	20	30	37	±7	3.9	±0.2	<div></div>
E5 – E9	72	±3	2	7	17	31	42	±4	4.0	±0.1	<div></div>
Officers	73	±4	0	7	14	33	45	±5	4.2	±0.1	<div></div>
O1 – O3	71	±5	0	5	16	33	45	±6	4.2	±0.2	<div></div>
O4 – O6	71	±4	1	5	14	35	46	±8	4.2	±0.1	<div></div>
HISPANIC	68	±3	2	8	17	34	39	±4	4.0	±0.1	<div></div>
Army	65	±4	2	7	16	32	44	±6	4.1	±0.2	<div></div>
Navy	67	±5	3	8	20	36	32	±7	3.9	±0.2	<div></div>
Marine Corps	74	±5	3	10	17	32	38	±8	3.9	±0.2	<div></div>
Air Force	72	±5	1	5	18	35	41	±7	4.1	±0.2	<div></div>
Enlisted	68	±3	2	8	17	33	39	±4	4.0	±0.1	<div></div>
E1 – E4	66	±5	2	9	20	31	38	±6	3.9	±0.2	<div></div>
E5 – E9	70	±3	2	7	15	36	40	±4	4.1	±0.1	<div></div>

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27i. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	69	±5	1	4	19	35	41	±8	4.1	±0.2	
O1 – O3	70	±6	1	4	26	27	41	±12	4.0	±0.2	
O4 – O6	70	±6	0	6	16	33	45	±10	4.2	±0.2	
AIAN	63	±9	2	11	15	33	39	±12	4.0	±0.2	
Army	63	±12	2	8	13	NR	NR	±14	4.0	±0.3	
Navy	72	±9	4	NR	12	29	38	±17	3.8	±0.5	
Marine Corps	44	±22	3	10	23	36	29	±12	3.8	±0.2	
Air Force	70	±15	1	5	NR	16	NR	±10	4.3	±0.4	
Enlisted	60	±9	3	12	17	29	39	±11	3.9	±0.3	
E1 – E4	54	±15	2	8	21	NR	NR	±10	3.9	±0.3	
E5 – E9	67	±10	3	16	14	24	44	±14	3.9	±0.4	
Officers	75	±19	1	2	5	NR	NR	±6	4.3	±0.3	
O1 – O3	66	±30	1	3	10	NR	NR	±13	4.5	±0.5	
O4 – O6	78	±26	0	2	2	NR	NR	±5	NR		
ASIAN	65	±4	2	10	19	36	32	±4	3.9	±0.1	
Army	55	±7	3	10	20	31	35	±8	3.9	±0.2	
Navy	71	±5	2	11	21	37	29	±6	3.8	±0.2	
Marine Corps	69	±11	3	9	18	45	25	±16	3.8	±0.1	
Air Force	65	±6	2	10	16	36	36	±8	4.0	±0.2	
Enlisted	65	±4	3	10	19	37	31	±5	3.8	±0.1	
E1 – E4	56	±7	3	10	22	36	29	±9	3.8	±0.2	
E5 – E9	72	±4	2	11	18	37	32	±6	3.9	±0.2	
Officers	62	±8	1	10	18	34	37	±8	4.0	±0.2	
O1 – O3	61	±10	1	12	18	34	35	±10	3.9	±0.2	
O4 – O6	66	±10	1	6	19	34	39	±15	4.0	±0.3	
NHPI	69	±10	1	14	16	29	40	±11	3.9	±0.3	
Army	64	±15	0	20	13	24	NR	±17	3.9	±0.4	
Navy	76	±11	2	11	NR	27	34	±15	3.8	±0.3	
Marine Corps	81	±8	0	8	NR	37	32	±16	3.9	±0.3	
Air Force	76	±7	1	5	13	NR	39	±13	4.1	±0.1	
Enlisted	68	±10	1	13	17	30	39	±11	3.9	±0.3	
Officers	88	±10	0	NR	5	NR	NR	±7	NR		
TWO OR MORE RACES	66	±6	5	7	14	37	37	±8	3.9	±0.2	
Army	59	±12	3	3	17	39	38	±17	4.1	±0.3	
Navy	70	±8	2	9	18	37	34	±12	3.9	±0.2	
Marine Corps	69	±18	NR	3	13	NR	21	±15	NR		
Air Force	71	±8	3	11	9	33	44	±12	4.0	±0.3	
Enlisted	67	±7	6	7	15	38	34	±9	3.9	±0.2	
E1 – E4	62	±10	6	9	10	43	32	±14	3.9	±0.3	
E5 – E9	73	±7	6	6	19	33	36	±9	3.9	±0.3	
Officers	62	±12	0	5	10	30	55	±15	4.3	±0.3	
O1 – O3	57	±15	0	NR	8	26	NR	±18	4.4	±0.3	
O4 – O6	68	±20	0	4	NR	21	NR	±14	4.3	±0.5	
COAST GUARD	65	±3	2	7	23	36	32	±4	3.9	±0.1	
White	65	±4	2	8	23	36	32	±5	3.9	±0.1	
Black	60	±4	1	9	17	33	39	±5	4.0	±0.1	
Hispanic	61	±4	2	5	22	36	34	±6	3.9	±0.1	
Other Race/Ethnicity	65	±6	2	8	24	43	24	±10	3.8	±0.2	
Enlisted	63	±3	2	8	25	35	30	±4	3.8	±0.1	
Officers	69	±4	0	5	14	41	40	±5	4.1	±0.1	
Male	65	±3	2	8	23	37	31	±4	3.9	±0.1	
Female	65	±3	2	6	17	34	41	±4	4.1	±0.1	
Not Deployed Past 12 Months	64	±3	2	7	23	36	31	±4	3.9	±0.1	
Deployed Past 12 Months	66	±6	2	8	20	36	34	±8	3.9	±0.2	

NR: Not reportable

27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

j. Advising you on organizational politics

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	63	±2	5	12	24	33	26	±2	3.6	±0.1	
Army	59	±3	4	10	23	35	28	±3	3.7	±0.1	
Navy	64	±3	6	15	25	32	22	±3	3.5	±0.1	
Marine Corps	69	±4	8	15	25	29	23	±4	3.5	±0.2	
Air Force	65	±2	3	11	23	34	29	±3	3.8	±0.1	
Enlisted	63	±2	5	12	24	33	26	±2	3.6	±0.1	
E1 – E4	59	±3	6	14	26	31	23	±3	3.5	±0.1	
E5 – E9	67	±2	5	11	23	34	27	±2	3.7	±0.1	
Officers	63	±3	3	14	21	34	27	±3	3.7	±0.1	
O1 – O3	64	±4	3	16	23	32	27	±5	3.7	±0.1	
O4 – O6	62	±4	4	13	21	35	27	±5	3.7	±0.2	
Male	64	±2	5	12	24	34	25	±2	3.6	±0.1	
Female	61	±3	4	14	23	29	30	±4	3.7	±0.1	
Not Deployed Past 12 Months	63	±2	4	12	24	33	27	±2	3.7	±0.1	
Deployed Past 12 Months	63	±2	6	12	24	33	25	±3	3.6	±0.1	
WHITE	63	±2	5	13	24	35	24	±3	3.6	±0.1	
Army	59	±3	4	9	23	38	26	±4	3.7	±0.1	
Navy	64	±4	6	17	25	31	20	±4	3.4	±0.1	
Marine Corps	70	±5	8	17	25	30	20	±6	3.4	±0.2	
Air Force	64	±3	3	13	23	35	26	±4	3.7	±0.1	
Enlisted	63	±2	5	13	24	35	23	±3	3.6	±0.1	
E1 – E4	59	±4	6	14	25	34	21	±5	3.5	±0.1	
E5 – E9	67	±3	5	11	23	35	25	±3	3.6	±0.1	
Officers	63	±3	3	15	21	34	26	±4	3.6	±0.1	
O1 – O3	65	±5	3	17	23	33	24	±6	3.6	±0.2	
O4 – O6	62	±5	4	14	21	34	27	±6	3.7	±0.2	
BLACK	64	±3	4	10	22	31	33	±3	3.8	±0.1	
Army	61	±5	4	10	22	30	33	±6	3.8	±0.2	
Navy	66	±4	6	12	21	32	28	±5	3.6	±0.2	
Marine Corps	66	±5	6	11	25	27	31	±6	3.7	±0.2	
Air Force	68	±4	2	7	22	31	38	±5	4.0	±0.1	
Enlisted	64	±3	5	10	23	30	33	±3	3.8	±0.1	
E1 – E4	57	±5	6	11	28	26	29	±7	3.6	±0.2	
E5 – E9	68	±3	4	10	20	32	35	±4	3.8	±0.1	
Officers	66	±4	3	7	19	36	34	±6	3.9	±0.1	
O1 – O3	64	±5	3	10	16	33	38	±7	3.9	±0.2	
O4 – O6	64	±5	3	8	24	37	29	±8	3.8	±0.2	
HISPANIC	63	±3	4	9	26	30	30	±4	3.7	±0.1	
Army	59	±5	5	8	24	31	32	±6	3.8	±0.2	
Navy	62	±5	4	12	30	32	22	±7	3.6	±0.2	
Marine Corps	69	±6	5	11	26	27	31	±10	3.7	±0.2	
Air Force	68	±6	2	8	27	31	32	±7	3.8	±0.2	
Enlisted	63	±3	4	9	26	30	30	±4	3.7	±0.1	
E1 – E4	61	±5	5	12	27	25	32	±7	3.7	±0.2	
E5 – E9	66	±3	4	8	25	34	29	±4	3.8	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27j. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	60	±6	4	9	29	32	26	±8	3.7	±0.2	
O1 – O3	64	±7	3	6	30	33	27	±12	3.7	±0.2	
O4 – O6	62	±7	4	11	29	31	26	±11	3.7	±0.2	
AIAN	61	±9	4	14	29	27	26	±12	3.6	±0.2	
Army	61	±12	2	13	NR	NR	16	±13	3.5	±0.3	
Navy	71	±9	7	NR	19	24	NR	±11	3.6	±0.5	
Marine Corps	45	±22	9	16	27	29	20	±16	3.4	±0.3	
Air Force	68	±15	2	7	NR	17	NR	±11	4.1	±0.5	
Enlisted	59	±9	5	16	33	21	25	±13	3.5	±0.3	
E1 – E4	55	±15	7	14	NR	17	12	±9	3.1	±0.2	
E5 – E9	64	±10	3	17	19	25	36	±15	3.7	±0.4	
Officers	73	±19	1	3	7	NR	NR	±8	4.1	±0.3	
O1 – O3	64	±30	2	4	NR	NR	NR	±7	NR		
O4 – O6	77	±27	1	3	3	NR	NR	±8	4.1	±0.4	
ASIAN	61	±4	4	12	27	36	22	±5	3.6	±0.1	
Army	51	±7	2	15	32	27	24	±10	3.6	±0.2	
Navy	68	±5	5	11	28	37	19	±6	3.6	±0.2	
Marine Corps	66	±11	6	13	20	NR	17	±8	3.5	±0.2	
Air Force	62	±6	2	12	23	38	26	±8	3.7	±0.2	
Enlisted	62	±4	4	12	26	36	22	±5	3.6	±0.1	
E1 – E4	54	±7	5	12	24	37	22	±9	3.6	±0.2	
E5 – E9	68	±4	3	12	28	36	21	±6	3.6	±0.1	
Officers	58	±7	2	14	29	34	21	±9	3.6	±0.2	
O1 – O3	58	±10	1	11	31	34	24	±11	3.7	±0.2	
O4 – O6	59	±10	4	NR	26	34	15	±17	3.3	±0.4	
NHPI	66	±10	3	17	18	42	20	±11	3.6	±0.3	
Army	61	±15	2	NR	9	NR	16	±14	3.5	±0.4	
Navy	74	±11	5	4	NR	29	20	±16	3.6	±0.3	
Marine Corps	77	±8	5	13	NR	27	31	±17	3.7	±0.4	
Air Force	71	±8	2	8	19	NR	27	±10	3.9	±0.2	
Enlisted	65	±10	3	15	19	42	21	±12	3.6	±0.3	
Officers	85	±12	0	NR	10	NR	NR	±14	NR		
TWO OR MORE RACES	61	±6	9	13	25	25	27	±7	3.5	±0.3	
Army	55	±12	7	NR	34	18	27	±17	3.4	±0.4	
Navy	63	±9	5	20	23	28	25	±12	3.5	±0.3	
Marine Corps	64	±18	NR	5	NR	15	14	±14	2.6	±0.8	
Air Force	66	±9	2	10	17	35	35	±13	3.9	±0.3	
Enlisted	62	±7	9	14	27	26	24	±8	3.4	±0.3	
E1 – E4	58	±10	11	18	28	21	22	±15	3.2	±0.4	
E5 – E9	67	±8	7	9	26	32	26	±9	3.6	±0.3	
Officers	53	±12	NR	10	16	19	47	±15	3.9	±0.5	
O1 – O3	47	±15	2	12	12	21	NR	±15	4.1	±0.4	
O4 – O6	64	±20	0	9	NR	19	NR	±14	4.0	±0.6	
COAST GUARD	60	±3	5	12	28	34	21	±4	3.5	±0.1	
White	62	±4	5	13	28	35	20	±5	3.5	±0.1	
Black	57	±4	4	12	21	30	33	±5	3.8	±0.1	
Hispanic	57	±4	4	8	33	32	23	±7	3.6	±0.2	
Other Race/Ethnicity	58	±6	8	11	27	35	19	±11	3.5	±0.3	
Enlisted	59	±3	6	13	28	33	20	±4	3.5	±0.1	
Officers	65	±4	1	10	27	38	24	±5	3.7	±0.1	
Male	61	±3	5	12	28	35	20	±4	3.5	±0.1	
Female	58	±3	4	12	27	31	26	±4	3.6	±0.1	
Not Deployed Past 12 Months	61	±3	5	12	28	34	21	±4	3.5	±0.1	
Deployed Past 12 Months	60	±6	5	13	27	35	20	±8	3.5	±0.2	

NR: Not reportable

27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

k. Providing support and encouragement

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
TOTAL DOD	68	±2	2	8	18	34	38	±2	4.0	±0.1	
Army	65	±2	2	6	16	35	42	±3	4.1	±0.1	
Navy	70	±2	4	11	19	35	32	±3	3.8	±0.1	
Marine Corps	75	±4	4	11	22	30	32	±4	3.8	±0.1	
Air Force	70	±2	1	5	17	35	42	±3	4.1	±0.1	
Enlisted	68	±2	3	8	18	34	38	±2	4.0	±0.1	
E1 – E4	63	±3	4	8	19	32	36	±3	3.9	±0.1	
E5 – E9	72	±2	2	7	17	35	38	±2	4.0	±0.1	
Officers	70	±3	1	7	17	35	40	±3	4.0	±0.1	
O1 – O3	72	±4	2	8	19	34	37	±5	4.0	±0.1	
O4 – O6	68	±4	1	7	14	35	43	±5	4.1	±0.1	
Male	68	±2	3	8	18	35	36	±2	3.9	±0.1	
Female	69	±3	2	7	16	27	48	±4	4.1	±0.1	
Not Deployed Past 12 Months	68	±2	2	7	17	34	39	±2	4.0	±0.1	
Deployed Past 12 Months	69	±2	3	8	19	34	36	±3	3.9	±0.1	
WHITE	69	±2	3	8	18	35	36	±2	3.9	±0.1	
Army	65	±3	1	6	15	37	40	±4	4.1	±0.1	
Navy	70	±3	5	12	19	35	29	±4	3.7	±0.1	
Marine Corps	75	±5	5	12	24	28	31	±6	3.7	±0.2	
Air Force	69	±3	1	6	17	36	40	±4	4.1	±0.1	
Enlisted	68	±2	3	8	19	35	36	±3	3.9	±0.1	
E1 – E4	64	±4	4	9	18	34	35	±4	3.9	±0.1	
E5 – E9	72	±3	2	7	19	36	36	±3	4.0	±0.1	
Officers	71	±3	2	8	17	36	38	±4	4.0	±0.1	
O1 – O3	73	±5	2	8	19	36	35	±6	3.9	±0.2	
O4 – O6	68	±5	1	7	14	35	43	±6	4.1	±0.2	
BLACK	68	±3	2	7	17	30	44	±3	4.1	±0.1	
Army	64	±5	2	6	16	28	48	±6	4.1	±0.2	
Navy	71	±4	3	11	18	31	37	±5	3.9	±0.2	
Marine Corps	72	±4	2	9	19	31	40	±6	4.0	±0.2	
Air Force	74	±4	1	3	17	31	48	±5	4.2	±0.1	
Enlisted	68	±3	2	7	17	29	45	±3	4.1	±0.1	
E1 – E4	60	±5	3	8	23	23	43	±7	4.0	±0.2	
E5 – E9	73	±3	2	6	15	32	45	±4	4.1	±0.1	
Officers	73	±4	1	5	13	37	44	±5	4.2	±0.1	
O1 – O3	71	±5	1	5	14	36	45	±6	4.2	±0.1	
O4 – O6	71	±4	1	4	13	39	43	±8	4.2	±0.1	
HISPANIC	69	±3	2	6	17	35	40	±4	4.0	±0.1	
Army	65	±4	2	4	17	33	43	±6	4.1	±0.2	
Navy	67	±5	2	7	16	40	34	±6	4.0	±0.2	
Marine Corps	76	±5	3	10	18	34	35	±9	3.9	±0.2	
Air Force	72	±5	1	4	17	33	45	±7	4.2	±0.2	
Enlisted	69	±3	2	6	17	35	40	±4	4.1	±0.1	
E1 – E4	67	±5	3	6	16	33	41	±6	4.0	±0.2	
E5 – E9	71	±3	1	5	17	37	39	±4	4.1	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

27k. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	69	±5	1	7	21	30	41	±8	4.0	±0.2	
O1 – O3	70	±6	1	5	24	25	44	±12	4.1	±0.2	
O4 – O6	70	±6	1	5	18	34	42	±12	4.1	±0.2	
AIAN	64	±9	3	8	14	31	44	±11	4.1	±0.2	
Army	64	±12	1	8	12	NR	NR	±14	4.1	±0.4	
Navy	73	±9	7	10	10	34	40	±17	3.9	±0.4	
Marine Corps	47	±23	3	9	23	38	26	±14	3.7	±0.2	
Air Force	71	±15	1	4	NR	17	NR	±10	4.3	±0.4	
Enlisted	62	±9	3	9	16	31	40	±11	4.0	±0.2	
E1 – E4	57	±15	4	9	20	NR	NR	±11	3.9	±0.3	
E5 – E9	67	±10	3	9	12	30	45	±13	4.1	±0.3	
Officers	75	±19	1	3	5	NR	NR	±6	4.5	±0.4	
O1 – O3	66	±30	1	6	10	NR	NR	±13	NR		
O4 – O6	78	±26	1	2	4	NR	NR	±8	NR		
ASIAN	65	±4	2	9	20	36	33	±4	3.9	±0.1	
Army	57	±7	1	10	24	32	33	±8	3.8	±0.2	
Navy	69	±5	2	8	18	40	32	±6	3.9	±0.2	
Marine Corps	71	±11	3	11	18	34	NR	±13	3.8	±0.4	
Air Force	66	±6	1	7	20	34	37	±7	4.0	±0.2	
Enlisted	65	±4	2	9	19	36	33	±5	3.9	±0.1	
E1 – E4	57	±7	2	8	20	34	35	±9	3.9	±0.2	
E5 – E9	71	±4	2	10	19	37	33	±5	3.9	±0.2	
Officers	65	±7	1	7	23	36	33	±8	3.9	±0.2	
O1 – O3	65	±10	1	7	25	36	31	±10	3.9	±0.2	
O4 – O6	66	±10	1	7	17	38	37	±15	4.0	±0.3	
NHPI	68	±10	0	10	17	37	35	±11	4.0	±0.2	
Army	61	±15	NR	15	14	NR	31	±17	3.9	±0.4	
Navy	75	±11	1	5	NR	26	39	±15	4.0	±0.3	
Marine Corps	81	±8	1	6	NR	30	39	±15	4.0	±0.3	
Air Force	77	±7	0	6	11	NR	40	±13	4.1	±0.1	
Enlisted	67	±10	0	11	18	39	32	±12	3.9	±0.2	
Officers	88	±10	NR	1	5	11	NR	±15	4.7	±0.3	
TWO OR MORE RACES	66	±6	5	9	17	33	36	±8	3.9	±0.2	
Army	59	±12	NR	5	13	39	35	±16	3.9	±0.4	
Navy	70	±8	2	12	21	32	33	±12	3.8	±0.3	
Marine Corps	68	±18	NR	NR	NR	NR	20	±15	NR		
Air Force	72	±8	3	9	13	28	47	±13	4.1	±0.3	
Enlisted	67	±7	6	9	17	34	33	±8	3.8	±0.3	
E1 – E4	62	±10	12	7	17	36	28	±15	3.6	±0.4	
E5 – E9	73	±7	1	12	17	33	38	±9	4.0	±0.2	
Officers	62	±12	0	5	14	24	57	±15	4.3	±0.3	
O1 – O3	57	±15	0	7	10	20	63	±17	4.4	±0.3	
O4 – O6	67	±20	0	2	NR	20	NR	±13	4.3	±0.5	
COAST GUARD	65	±3	1	8	23	38	31	±4	3.9	±0.1	
White	66	±4	1	7	24	38	30	±5	3.9	±0.1	
Black	60	±4	1	7	15	34	44	±5	4.1	±0.1	
Hispanic	62	±4	1	7	21	36	35	±6	4.0	±0.1	
Other Race/Ethnicity	64	±6	1	11	23	38	28	±9	3.8	±0.2	
Enlisted	64	±3	1	8	24	37	29	±4	3.9	±0.1	
Officers	69	±4	1	6	17	41	35	±5	4.0	±0.1	
Male	65	±3	1	8	24	38	29	±4	3.9	±0.1	
Female	65	±3	1	6	17	33	44	±4	4.1	±0.1	
Not Deployed Past 12 Months	65	±3	1	8	23	37	31	±4	3.9	±0.1	
Deployed Past 12 Months	66	±6	2	6	22	39	30	±8	3.9	±0.2	

NR: Not reportable



**27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.**

**I. Providing personal and social guidance**

1. Not at all useful  
4. Largely useful

2. Somewhat useful  
5. Very useful

3. Moderately useful

	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
<b>TOTAL DOD</b>	66	±2	4	10	20	34	33	±2	3.8	±0.1	
Army	63	±3	2	8	18	34	37	±3	3.9	±0.1	
Navy	67	±3	5	12	22	35	26	±3	3.6	±0.1	
Marine Corps	73	±4	6	11	21	32	30	±5	3.7	±0.1	
Air Force	67	±2	2	8	19	34	37	±3	3.9	±0.1	
Enlisted	67	±2	4	9	19	34	33	±2	3.8	±0.1	
E1 – E4	63	±3	4	11	18	33	34	±3	3.8	±0.1	
E5 – E9	70	±2	3	9	20	35	33	±2	3.9	±0.1	
Officers	65	±3	3	11	20	34	31	±3	3.8	±0.1	
O1 – O3	67	±4	2	11	23	34	31	±5	3.8	±0.1	
O4 – O6	63	±4	4	12	19	34	32	±5	3.8	±0.2	
Male	66	±2	4	10	20	35	32	±2	3.8	±0.1	
Female	67	±3	3	9	19	28	41	±4	3.9	±0.1	
Not Deployed Past 12 Months	66	±2	3	10	19	35	34	±2	3.9	±0.1	
Deployed Past 12 Months	67	±2	5	10	21	33	32	±3	3.8	±0.1	
<b>WHITE</b>	66	±2	4	11	20	35	31	±2	3.8	±0.1	
Army	63	±3	3	10	17	36	35	±4	3.9	±0.1	
Navy	67	±4	7	14	23	35	22	±4	3.5	±0.1	
Marine Corps	73	±5	6	13	22	31	28	±6	3.6	±0.2	
Air Force	66	±3	3	9	19	35	34	±4	3.9	±0.1	
Enlisted	67	±2	4	11	19	35	31	±3	3.8	±0.1	
E1 – E4	63	±4	5	12	17	34	32	±4	3.7	±0.1	
E5 – E9	70	±3	4	10	21	36	30	±3	3.8	±0.1	
Officers	65	±3	3	12	21	34	30	±4	3.8	±0.1	
O1 – O3	67	±5	2	12	23	34	28	±6	3.7	±0.2	
O4 – O6	62	±5	4	12	19	32	32	±6	3.8	±0.2	
<b>BLACK</b>	67	±3	2	7	20	29	41	±3	4.0	±0.1	
Army	62	±5	2	6	21	27	45	±6	4.1	±0.2	
Navy	69	±4	3	12	21	31	33	±5	3.8	±0.2	
Marine Corps	71	±4	3	8	19	31	39	±6	3.9	±0.2	
Air Force	72	±4	1	4	20	30	45	±5	4.1	±0.1	
Enlisted	67	±3	2	7	21	28	42	±3	4.0	±0.1	
E1 – E4	60	±5	2	9	25	24	40	±7	3.9	±0.2	
E5 – E9	71	±3	2	6	19	30	43	±4	4.1	±0.1	
Officers	67	±4	2	8	16	37	37	±6	4.0	±0.1	
O1 – O3	67	±5	1	8	18	33	40	±6	4.0	±0.2	
O4 – O6	66	±5	2	7	19	38	34	±9	4.0	±0.1	
<b>HISPANIC</b>	68	±3	2	8	18	36	36	±4	4.0	±0.1	
Army	64	±4	2	7	17	34	40	±6	4.0	±0.2	
Navy	64	±5	3	9	18	40	30	±7	3.9	±0.2	
Marine Corps	74	±5	4	9	19	37	32	±8	3.8	±0.2	
Air Force	71	±5	1	6	18	35	41	±7	4.1	±0.2	
Enlisted	68	±3	2	7	17	37	37	±4	4.0	±0.1	
E1 – E4	66	±5	3	7	15	37	39	±7	4.0	±0.2	
E5 – E9	69	±3	2	8	19	36	35	±4	3.9	±0.1	

Note. Percent responding are active duty members with at least one military mentor (Q25) and who indicated they were provided this assistance.

271. Continued	Percent Responding		Percentages					Max ME	Average Usefulness		
			1	2	3	4	5				
Officers	66	±5	2	10	23	31	34	±8	3.8	±0.2	
O1 – O3	68	±6	2	7	25	29	37	±11	3.9	±0.2	
O4 – O6	66	±6	2	10	23	31	34	±11	3.9	±0.2	
AIAN	60	±9	3	7	17	40	33	±12	3.9	±0.2	
Army	60	±13	2	6	14	NR	NR	±8	4.0	±0.3	
Navy	69	±9	5	11	14	NR	27	±16	3.8	±0.3	
Marine Corps	43	±22	3	10	24	33	29	±13	3.7	±0.2	
Air Force	69	±15	1	5	NR	18	NR	±11	4.2	±0.5	
Enlisted	58	±9	3	8	19	33	37	±11	3.9	±0.2	
E1 – E4	54	±15	2	10	22	NR	NR	±11	3.8	±0.3	
E5 – E9	63	±10	4	6	17	30	43	±12	4.0	±0.3	
Officers	72	±20	1	4	5	NR	13	±13	4.0	±0.1	
O1 – O3	61	±31	1	8	10	NR	NR	±14	3.9	±0.2	
O4 – O6	76	±27	1	2	2	NR	NR	±6	4.0	±0.1	
ASIAN	65	±4	2	9	22	35	30	±4	3.8	±0.1	
Army	56	±7	3	10	26	31	30	±9	3.8	±0.2	
Navy	70	±5	2	9	21	40	27	±6	3.8	±0.2	
Marine Corps	70	±11	4	11	20	26	NR	±9	3.8	±0.4	
Air Force	64	±6	2	8	21	37	32	±8	3.9	±0.2	
Enlisted	65	±4	2	10	22	34	31	±5	3.8	±0.1	
E1 – E4	57	±7	3	9	22	34	32	±9	3.8	±0.2	
E5 – E9	72	±4	2	10	22	35	31	±5	3.8	±0.2	
Officers	62	±7	3	9	23	41	25	±9	3.8	±0.2	
O1 – O3	62	±10	3	8	26	36	28	±11	3.8	±0.2	
O4 – O6	63	±10	2	11	17	51	19	±14	3.7	±0.2	
NHPI	67	±10	1	12	17	41	30	±11	3.9	±0.2	
Army	60	±15	NR	15	12	NR	25	±17	3.8	±0.4	
Navy	76	±11	3	5	NR	26	34	±15	3.8	±0.3	
Marine Corps	79	±8	0	11	NR	36	32	±17	3.9	±0.3	
Air Force	75	±7	0	7	13	NR	38	±12	4.1	±0.1	
Enlisted	65	±10	1	12	18	43	26	±11	3.8	±0.2	
Officers	87	±10	0	3	6	NR	NR	±9	4.6	±0.4	
TWO OR MORE RACES	65	±6	6	10	19	33	32	±8	3.8	±0.2	
Army	58	±12	3	NR	17	42	30	±16	3.9	±0.4	
Navy	69	±8	3	10	22	34	31	±12	3.8	±0.2	
Marine Corps	68	±18	NR	5	NR	NR	26	±18	NR		
Air Force	70	±8	5	14	17	24	39	±13	3.8	±0.3	
Enlisted	66	±7	6	10	19	34	31	±9	3.7	±0.2	
E1 – E4	62	±10	7	11	16	37	29	±14	3.7	±0.4	
E5 – E9	71	±8	5	8	23	32	32	±10	3.8	±0.3	
Officers	61	±12	NR	10	18	21	44	±15	3.8	±0.5	
O1 – O3	56	±15	1	7	16	NR	NR	±14	4.2	±0.4	
O4 – O6	66	±20	3	NR	NR	14	NR	±11	NR		
COAST GUARD	62	±3	4	10	27	35	25	±4	3.7	±0.1	
White	62	±4	4	9	27	35	24	±5	3.7	±0.1	
Black	59	±4	2	10	20	30	38	±5	3.9	±0.1	
Hispanic	60	±4	2	9	26	35	28	±7	3.8	±0.2	
Other Race/Ethnicity	63	±6	1	13	27	35	23	±9	3.7	±0.2	
Enlisted	61	±3	4	10	27	34	25	±4	3.7	±0.1	
Officers	64	±4	4	8	25	38	25	±5	3.7	±0.2	
Male	62	±3	4	10	27	35	23	±4	3.6	±0.1	
Female	62	±3	2	8	20	32	37	±4	4.0	±0.1	
Not Deployed Past 12 Months	61	±3	3	10	28	35	25	±4	3.7	±0.1	
Deployed Past 12 Months	63	±6	7	8	22	37	26	±8	3.7	±0.2	

NR: Not reportable

**27. Received Mentoring Behaviors: Constructed from Q27a-Q27f.**

- a. Advising you on ways to handle challenging assignments  
 b. Providing you with challenging assignments  
 c. Helping you get developmental assignments  
 d. Helping you develop skills/competencies for future assignments  
 e. Providing career guidance  
 f. Inviting you to observe activities at his/her level

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
<b>TOTAL DOD</b>	71	±2	95	91	90	95	97	87	±1
Army	67	±2	95	92	89	95	97	88	±2
Navy	72	±2	94	88	89	94	96	85	±2
Marine Corps	77	±3	96	94	93	97	96	90	±3
Air Force	71	±2	96	89	89	96	98	86	±2
Enlisted	71	±2	95	92	91	96	97	88	±2
E1 – E4	66	±3	95	92	91	96	96	88	±2
E5 – E9	74	±2	95	91	90	95	97	88	±2
Officers	72	±3	94	86	86	94	98	82	±3
O1 – O3	73	±4	95	85	84	95	98	83	±4
O4 – O6	70	±4	94	88	88	94	98	81	±4
Male	71	±2	95	92	91	96	97	88	±2
Female	71	±3	94	85	84	94	95	83	±3
Not Deployed Past 12 Months	70	±2	95	90	89	96	97	87	±2
Deployed Past 12 Months	71	±2	95	91	90	95	97	87	±2
<b>WHITE</b>	71	±2	95	90	89	95	97	86	±2
Army	68	±3	95	91	89	96	97	87	±3
Navy	73	±3	93	87	88	93	97	83	±3
Marine Corps	79	±5	96	94	93	97	96	90	±4
Air Force	70	±3	96	89	89	97	98	86	±3
Enlisted	71	±2	95	91	90	96	97	87	±2
E1 – E4	67	±3	95	91	91	95	96	86	±3
E5 – E9	75	±3	95	91	90	96	97	88	±2
Officers	72	±3	94	87	86	94	97	83	±3
O1 – O3	74	±5	96	85	84	95	98	83	±5
O4 – O6	70	±4	93	89	89	93	97	82	±5
<b>BLACK</b>	71	±3	95	91	89	94	96	87	±2
Army	67	±4	94	92	88	94	95	87	±4
Navy	73	±4	95	89	91	95	95	87	±4
Marine Corps	74	±4	95	94	93	97	97	88	±4
Air Force	75	±4	96	89	87	94	97	86	±4
Enlisted	71	±3	95	92	90	94	96	88	±3
E1 – E4	63	±5	95	93	93	96	94	89	±5
E5 – E9	75	±3	95	91	88	94	96	88	±3
Officers	74	±4	94	84	85	93	98	79	±4
O1 – O3	73	±5	93	81	83	92	97	80	±6
O4 – O6	73	±4	96	87	85	94	100	77	±5
<b>HISPANIC</b>	70	±3	96	93	91	96	97	89	±2
Army	67	±4	97	95	91	96	97	92	±4
Navy	69	±5	94	90	90	94	97	87	±5
Marine Corps	78	±5	98	97	93	98	96	91	±6
Air Force	72	±5	96	91	90	96	96	85	±6
Enlisted	70	±3	97	94	92	96	97	90	±3
E1 – E4	68	±5	98	95	91	97	96	91	±4
E5 – E9	72	±3	95	93	92	96	97	89	±3

Note. Percent responding are active duty members with at least one military mentor (Q25).

27. Continued	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
Officers	70	±5	93	89	87	94	99	80	±6
O1 – O3	72	±6	92	87	87	94	98	80	±9
O4 – O6	71	±6	95	91	87	95	99	81	±9
AIAN	65	±9	98	95	95	97	97	88	±12
Army	65	±12	98	97	96	99	98	NR	±3
Navy	75	±8	98	93	93	94	NR	92	±7
Marine Corps	48	±24	98	96	95	98	98	93	±5
Air Force	71	±15	98	94	93	98	99	92	±6
Enlisted	63	±9	98	95	95	97	96	93	±8
E1 – E4	58	±15	98	97	95	98	98	92	±5
E5 – E9	69	±9	98	94	94	96	NR	93	±4
Officers	75	±19	98	96	94	99	100	NR	±6
O1 – O3	66	±30	97	92	92	99	100	88	±15
O4 – O6	79	±26	99	97	95	99	NR	NR	±10
ASIAN	67	±4	96	93	93	96	97	90	±2
Army	58	±7	95	90	90	92	97	88	±6
Navy	73	±5	96	95	94	97	97	92	±3
Marine Corps	73	±11	97	97	95	96	95	91	±5
Air Force	67	±6	96	93	92	96	99	88	±5
Enlisted	68	±4	96	95	94	96	97	91	±2
E1 – E4	59	±7	95	95	95	96	97	92	±4
E5 – E9	74	±4	97	95	94	96	98	91	±3
Officers	66	±7	95	84	84	93	98	83	±8
O1 – O3	65	±10	95	81	81	92	97	82	±14
O4 – O6	68	±9	95	91	90	95	99	85	±6
NHPI	71	±10	98	95	94	95	98	90	±9
Army	64	±15	100	NR	NR	NR	98	NR	±4
Navy	79	±11	97	95	95	96	96	89	±9
Marine Corps	84	±7	98	96	95	96	96	91	±9
Air Force	77	±6	96	96	93	96	99	92	±5
Enlisted	70	±10	98	95	94	95	98	92	±9
Officers	89	±9	97	95	96	98	99	NR	±8
TWO OR MORE RACES	69	±6	94	88	87	94	98	87	±6
Army	60	±12	94	87	89	95	98	90	±12
Navy	74	±8	93	86	88	92	97	81	±10
Marine Corps	72	±18	95	97	NR	95	98	92	±12
Air Force	74	±8	94	87	83	95	97	86	±10
Enlisted	70	±7	93	89	87	94	97	86	±7
E1 – E4	64	±10	94	93	88	95	99	90	±12
E5 – E9	77	±7	93	85	87	92	96	83	±8
Officers	62	±12	98	82	83	97	99	87	±11
O1 – O3	58	±15	98	83	89	97	99	86	±13
O4 – O6	68	±20	97	NR	NR	96	100	87	±9
COAST GUARD	66	±3	96	92	92	96	98	88	±3
White	66	±4	96	93	93	97	97	89	±3
Black	62	±4	96	88	89	96	98	85	±3
Hispanic	63	±4	97	93	91	96	98	87	±4
Other Race/Ethnicity	66	±6	93	89	91	95	97	87	±9
Enlisted	65	±3	96	94	94	96	97	90	±3
Officers	70	±4	96	86	87	96	98	83	±4
Male	66	±3	96	94	93	97	98	89	±3
Female	67	±3	94	84	85	93	96	82	±3
Not Deployed Past 12 Months	65	±3	96	92	91	97	98	88	±3
Deployed Past 12 Months	67	±6	95	92	95	95	97	90	±5

NR: Not reportable

**27. Received Mentoring Behaviors: Constructed from Q27g-Q27l.**

- g. Providing sponsorship/contacts to help advance your career  
j. Advising you on organizational politics

- h. Shielding you from those who would interfere with your career advancement  
k. Providing support and encouragement

- i. Acting as a role model for you  
l. Providing personal and social guidance












































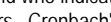

	Percent Responding		Percentages						Max ME
			g	h	i	j	k	l	
TOTAL DOD	71	±2	85	83	96	89	97	94	±2
Army	67	±2	84	84	97	88	97	94	±2
Navy	72	±2	85	81	96	89	96	93	±3
Marine Corps	77	±3	87	89	95	89	96	94	±3
Air Force	71	±2	85	82	98	91	98	95	±2
Enlisted	71	±2	86	86	96	90	97	95	±2
E1 – E4	66	±3	85	87	95	89	96	95	±3
E5 – E9	74	±2	86	85	97	90	97	94	±2
Officers	72	±3	80	71	98	88	98	91	±3
O1 – O3	73	±4	80	70	98	87	99	92	±4
O4 – O6	70	±4	81	71	99	89	98	90	±4
Male	71	±2	85	84	96	90	97	94	±2
Female	71	±3	82	78	97	85	96	93	±3
Not Deployed Past 12 Months	70	±2	85	83	97	90	97	94	±2
Deployed Past 12 Months	71	±2	85	84	96	89	96	93	±2
WHITE	71	±2	84	82	97	89	97	93	±2
Army	68	±3	83	82	97	87	97	94	±3
Navy	73	±3	83	78	95	88	96	92	±4
Marine Corps	79	±5	88	89	95	89	96	93	±5
Air Force	70	±3	85	81	98	91	97	94	±3
Enlisted	71	±2	85	85	96	89	96	94	±2
E1 – E4	67	±3	85	86	95	88	95	94	±3
E5 – E9	75	±3	86	84	97	90	97	94	±3
Officers	72	±3	80	70	98	87	98	90	±4
O1 – O3	74	±5	79	71	99	87	99	91	±5
O4 – O6	70	±4	81	70	99	89	97	90	±5
BLACK	71	±3	85	85	95	90	96	95	±3
Army	67	±4	84	85	94	91	95	93	±5
Navy	73	±4	87	84	95	91	97	95	±4
Marine Corps	74	±4	89	86	95	89	97	96	±6
Air Force	75	±4	83	86	97	90	99	97	±4
Enlisted	71	±3	85	86	95	91	96	95	±3
E1 – E4	63	±5	85	89	93	91	96	96	±5
E5 – E9	75	±3	86	85	95	90	96	95	±3
Officers	74	±4	81	73	98	89	98	90	±5
O1 – O3	73	±5	84	70	97	89	98	93	±6
O4 – O6	73	±4	77	74	97	88	97	91	±7
HISPANIC	70	±3	87	88	97	90	98	96	±3
Army	67	±4	88	89	97	89	98	97	±4
Navy	69	±5	87	86	97	89	98	93	±5
Marine Corps	78	±5	87	90	95	89	97	96	±6
Air Force	72	±5	85	85	99	93	100	98	±6
Enlisted	70	±3	88	89	97	90	98	96	±3
E1 – E4	68	±5	87	90	97	89	98	97	±5
E5 – E9	72	±3	88	89	97	91	98	95	±3

Note. Percent responding are active duty members with at least one military mentor (Q25).

27. Continued	Percent Responding		Percentages						Max ME
			g	h	i	j	k	l	
Officers	70	±5	82	71	99	86	99	95	±7
O1 – O3	72	±6	80	67	98	89	98	95	±10
O4 – O6	71	±6	79	73	98	87	98	93	±11
AIAN	65	±9	83	83	96	94	98	93	±12
Army	65	±12	NR	NR	97	94	98	92	±14
Navy	75	±8	NR	NR	96	94	98	92	±8
Marine Corps	48	±24	90	90	NR	93	98	NR	±5
Air Force	71	±15	NR	NR	98	95	99	97	±4
Enlisted	63	±9	81	82	95	94	98	92	±13
E1 – E4	58	±15	NR	NR	93	93	97	93	±8
E5 – E9	69	±9	80	82	98	94	98	91	±15
Officers	75	±19	93	91	100	97	99	96	±9
O1 – O3	66	±30	89	87	99	96	100	92	±16
O4 – O6	79	±26	95	92	100	97	100	97	±15
ASIAN	67	±4	90	88	96	91	97	96	±3
Army	58	±7	86	87	95	87	98	96	±7
Navy	73	±5	92	90	97	93	95	96	±6
Marine Corps	73	±11	89	87	94	90	97	95	±6
Air Force	67	±6	90	86	98	93	99	96	±5
Enlisted	68	±4	92	91	97	92	96	97	±3
E1 – E4	59	±7	92	93	96	92	97	96	±4
E5 – E9	74	±4	92	90	97	92	96	97	±5
Officers	66	±7	82	75	95	88	99	94	±10
O1 – O3	65	±10	81	72	NR	88	99	94	±11
O4 – O6	68	±9	85	80	98	88	98	94	±7
NHPI	71	±10	86	91	98	94	96	94	±10
Army	64	±15	NR	92	100	95	NR	NR	±13
Navy	79	±11	90	87	96	93	94	96	±10
Marine Corps	84	±7	90	92	97	92	97	95	±10
Air Force	77	±6	93	91	98	93	100	98	±5
Enlisted	70	±10	88	93	98	94	96	94	±10
Officers	89	±9	NR	NR	99	95	99	98	±7
TWO OR MORE RACES	69	±6	80	82	96	88	96	95	±7
Army	60	±12	81	86	97	91	97	96	±13
Navy	74	±8	81	75	94	85	94	93	±11
Marine Corps	72	±18	NR	93	95	88	95	95	±14
Air Force	74	±8	80	81	96	90	98	94	±13
Enlisted	70	±7	80	83	95	89	96	94	±7
E1 – E4	64	±10	79	89	96	91	97	97	±12
E5 – E9	77	±7	81	77	95	87	95	92	±9
Officers	62	±12	83	74	99	86	99	97	±16
O1 – O3	58	±15	NR	NR	99	NR	99	97	±2
O4 – O6	68	±20	83	79	99	93	98	96	±13
COAST GUARD	66	±3	88	83	98	92	99	94	±3
White	66	±4	87	83	99	93	99	94	±4
Black	62	±4	89	84	97	93	97	95	±3
Hispanic	63	±4	91	86	97	91	98	95	±4
Other Race/Ethnicity	66	±6	88	83	98	87	98	95	±9
Enlisted	65	±3	89	86	98	92	99	95	±3
Officers	70	±4	81	73	99	93	99	91	±5
Male	66	±3	88	84	98	93	99	94	±3
Female	67	±3	84	76	97	87	98	93	±3
Not Deployed Past 12 Months	65	±3	88	83	98	93	99	94	±3
Deployed Past 12 Months	67	±6	84	82	99	90	98	94	±7

NR: Not reportable

**27. Career Mentoring scale: Constructed from Q27a-h, j. Career Mentoring can be defined as mentor behaviors that support a mentee's advancement in the military.**

	Percent Responding		Mean	Max ME	Career Mentoring
<b>TOTAL DOD</b>	67	±2	3.7	±0.1	
Army	64	±2	3.8	±0.1	
Navy	68	±3	3.5	±0.1	
Marine Corps	74	±4	3.5	±0.1	
Air Force	68	±2	3.8	±0.1	
Enlisted	67	±2	3.7	±0.1	
E1 – E4	63	±3	3.6	±0.1	
E5 – E9	70	±2	3.7	±0.1	
Officers	69	±3	3.7	±0.1	
O1 – O3	71	±4	3.7	±0.1	
O4 – O6	67	±4	3.8	±0.1	
Male	67	±2	3.7	±0.1	
Female	67	±3	3.7	±0.1	
Not Deployed Past 12 Months	67	±2	3.7	±0.1	
Deployed Past 12 Months	68	±2	3.6	±0.1	
<b>WHITE</b>	68	±2	3.6	±0.1	
Army	65	±3	3.8	±0.1	
Navy	68	±4	3.4	±0.1	
Marine Corps	76	±5	3.4	±0.2	
Air Force	68	±3	3.8	±0.1	
Enlisted	68	±2	3.6	±0.1	
E1 – E4	65	±4	3.5	±0.1	
E5 – E9	71	±3	3.7	±0.1	
Officers	69	±3	3.7	±0.1	
O1 – O3	72	±5	3.6	±0.1	
O4 – O6	66	±5	3.7	±0.1	
<b>BLACK</b>	66	±3	3.8	±0.1	
Army	62	±5	3.8	±0.2	
Navy	67	±4	3.6	±0.1	
Marine Corps	69	±5	3.8	±0.2	
Air Force	71	±4	4.0	±0.1	
Enlisted	66	±3	3.8	±0.1	
E1 – E4	57	±5	3.7	±0.2	
E5 – E9	70	±3	3.9	±0.1	
Officers	69	±4	3.8	±0.1	
O1 – O3	67	±5	3.9	±0.1	
O4 – O6	66	±5	3.8	±0.1	
<b>HISPANIC</b>	67	±3	3.8	±0.1	
Army	65	±4	3.8	±0.2	
Navy	65	±5	3.7	±0.2	
Marine Corps	73	±5	3.7	±0.2	
Air Force	70	±6	3.9	±0.2	
Enlisted	67	±3	3.8	±0.1	
E1 – E4	66	±5	3.8	±0.2	
E5 – E9	69	±3	3.8	±0.1	

Note. Percent responding are active duty members who answered the question and who indicated they had a least one military mentor (Q25). The scale ranges from 1 to 5. A higher score indicates greater usefulness of career mentoring behaviors. Cronbach's coefficient alpha = 0.95.

27. Continued	Percent Responding		Mean	Max ME	Career Mentoring
Officers	67	±5	3.7	±0.2	
O1 – O3	69	±6	3.7	±0.2	
O4 – O6	68	±6	3.8	±0.2	
AIAN	63	±9	3.8	±0.2	
Army	64	±12	3.9	±0.3	
Navy	71	±9	3.7	±0.3	
Marine Corps	45	±23	3.6	±0.2	
Air Force	70	±15	4.1	±0.5	
Enlisted	61	±9	3.7	±0.2	
E1 – E4	56	±15	3.6	±0.2	
E5 – E9	66	±10	3.8	±0.3	
Officers	74	±19	4.3	±0.3	
O1 – O3	65	±30	NR		
O4 – O6	78	±27	4.5	±0.3	
ASIAN	64	±4	3.7	±0.1	
Army	55	±7	3.7	±0.2	
Navy	69	±5	3.7	±0.1	
Marine Corps	70	±11	3.6	±0.2	
Air Force	65	±6	3.8	±0.2	
Enlisted	64	±4	3.7	±0.1	
E1 – E4	55	±7	3.7	±0.1	
E5 – E9	71	±4	3.7	±0.1	
Officers	63	±7	3.6	±0.1	
O1 – O3	63	±10	3.7	±0.2	
O4 – O6	66	±10	3.6	±0.2	
NHPI	69	±10	3.7	±0.2	
Army	64	±15	3.6	±0.3	
Navy	75	±11	3.7	±0.3	
Marine Corps	80	±8	3.9	±0.3	
Air Force	76	±7	3.9	±0.1	
Enlisted	68	±10	3.7	±0.2	
Officers	88	±10	3.7	±0.3	
TWO OR MORE RACES	64	±6	3.6	±0.2	
Army	57	±12	3.6	±0.3	
Navy	72	±8	3.6	±0.3	
Marine Corps	62	±20	3.2	±0.5	
Air Force	65	±9	3.8	±0.2	
Enlisted	64	±7	3.6	±0.2	
E1 – E4	58	±10	3.5	±0.3	
E5 – E9	72	±7	3.6	±0.2	
Officers	61	±12	3.8	±0.4	
O1 – O3	57	±15	4.0	±0.4	
O4 – O6	67	±20	3.7	±0.2	
COAST GUARD	63	±3	3.6	±0.1	
White	64	±4	3.6	±0.1	
Black	59	±4	3.7	±0.1	
Hispanic	61	±4	3.7	±0.1	
Other Race/Ethnicity	65	±6	3.5	±0.2	
Enlisted	63	±3	3.6	±0.1	
Officers	67	±4	3.7	±0.1	
Male	63	±3	3.6	±0.1	
Female	63	±3	3.7	±0.1	
Not Deployed Past 12 Months	63	±3	3.6	±0.1	
Deployed Past 12 Months	64	±6	3.6	±0.2	

NR: Not reportable



**27. Psychosocial Mentoring scale: Constructed from Q27i, k, l. Psychosocial Mentoring can be defined as mentor behaviors that support a mentee's development of a professional identity.**














































	Percent Responding		Mean	Max ME	Psychosocial Mentoring
<b>TOTAL DOD</b>	69	±2	3.9	±0.1	
Army	65	±2	4.0	±0.1	
Navy	70	±2	3.7	±0.1	
Marine Corps	75	±4	3.7	±0.1	
Air Force	70	±2	4.0	±0.1	
Enlisted	69	±2	3.9	±0.1	
E1 – E4	64	±3	3.8	±0.1	
E5 – E9	72	±2	3.9	±0.1	
Officers	70	±3	4.0	±0.1	
O1 – O3	72	±4	3.9	±0.1	
O4 – O6	69	±4	4.0	±0.1	
Male	69	±2	3.9	±0.1	
Female	70	±3	4.0	±0.1	
Not Deployed Past 12 Months	69	±2	3.9	±0.1	
Deployed Past 12 Months	69	±2	3.8	±0.1	
<b>WHITE</b>	70	±2	3.9	±0.1	
Army	66	±3	4.0	±0.1	
Navy	70	±3	3.6	±0.1	
Marine Corps	76	±5	3.7	±0.2	
Air Force	70	±3	4.0	±0.1	
Enlisted	69	±2	3.8	±0.1	
E1 – E4	65	±4	3.8	±0.1	
E5 – E9	73	±3	3.9	±0.1	
Officers	71	±3	3.9	±0.1	
O1 – O3	74	±5	3.9	±0.2	
O4 – O6	68	±4	4.0	±0.1	
<b>BLACK</b>	68	±3	4.0	±0.1	
Army	64	±5	4.1	±0.2	
Navy	71	±4	3.8	±0.2	
Marine Corps	72	±4	3.9	±0.2	
Air Force	74	±4	4.2	±0.1	
Enlisted	68	±3	4.0	±0.1	
E1 – E4	60	±5	3.9	±0.2	
E5 – E9	73	±3	4.1	±0.1	
Officers	73	±4	4.1	±0.1	
O1 – O3	71	±5	4.1	±0.1	
O4 – O6	72	±4	4.1	±0.1	
<b>HISPANIC</b>	69	±3	4.0	±0.1	
Army	65	±4	4.1	±0.1	
Navy	67	±5	3.9	±0.2	
Marine Corps	76	±5	3.9	±0.2	
Air Force	72	±5	4.1	±0.1	
Enlisted	69	±3	4.0	±0.1	
E1 – E4	67	±5	4.0	±0.2	
E5 – E9	71	±3	4.0	±0.1	

Note. Percent responding are active duty members who answered the question and who indicated they had a least one military mentor (Q25). The scale ranges from 1 to 5. A higher score indicates greater usefulness of psychosocial mentoring behaviors. Cronbach's coefficient alpha = 0.91.




















































27. Continued	Percent Responding		Mean	Max ME	Psychosocial Mentoring
Officers	69	±5	4.0	±0.2	
O1 – O3	71	±6	4.0	±0.2	
O4 – O6	70	±6	4.0	±0.2	
AIAN	64	±9	3.9	±0.2	
Army	64	±12	4.0	±0.3	
Navy	73	±9	3.8	±0.3	
Marine Corps	47	±23	3.7	±0.2	
Air Force	71	±15	4.3	±0.4	
Enlisted	62	±9	3.9	±0.2	
E1 – E4	57	±15	3.8	±0.3	
E5 – E9	67	±10	4.0	±0.3	
Officers	75	±19	4.2	±0.2	
O1 – O3	66	±30	4.3	±0.4	
O4 – O6	79	±26	4.3	±0.2	
ASIAN	65	±4	3.8	±0.1	
Army	57	±7	3.8	±0.2	
Navy	70	±5	3.8	±0.1	
Marine Corps	71	±11	3.8	±0.3	
Air Force	66	±6	3.9	±0.2	
Enlisted	65	±4	3.8	±0.1	
E1 – E4	57	±7	3.8	±0.2	
E5 – E9	72	±4	3.8	±0.1	
Officers	65	±7	3.9	±0.2	
O1 – O3	65	±10	3.8	±0.2	
O4 – O6	67	±10	3.9	±0.2	
NHPI	68	±10	3.9	±0.2	
Army	61	±15	3.8	±0.4	
Navy	75	±11	3.9	±0.3	
Marine Corps	81	±8	3.9	±0.3	
Air Force	77	±7	4.1	±0.1	
Enlisted	67	±10	3.9	±0.2	
Officers	88	±10	NR		
TWO OR MORE RACES	68	±6	3.8	±0.2	
Army	60	±12	3.9	±0.3	
Navy	72	±8	3.8	±0.2	
Marine Corps	69	±18	NR		
Air Force	72	±8	4.0	±0.3	
Enlisted	68	±7	3.8	±0.2	
E1 – E4	63	±10	3.7	±0.3	
E5 – E9	75	±7	3.9	±0.2	
Officers	62	±12	4.2	±0.3	
O1 – O3	58	±15	4.3	±0.3	
O4 – O6	68	±20	4.0	±0.4	
COAST GUARD	65	±3	3.8	±0.1	
White	66	±4	3.8	±0.1	
Black	60	±4	4.0	±0.1	
Hispanic	62	±4	3.9	±0.1	
Other Race/Ethnicity	65	±6	3.7	±0.2	
Enlisted	64	±3	3.8	±0.1	
Officers	70	±4	4.0	±0.1	
Male	65	±3	3.8	±0.1	
Female	65	±3	4.0	±0.1	
Not Deployed Past 12 Months	65	±3	3.8	±0.1	
Deployed Past 12 Months	66	±6	3.8	±0.2	

NR: Not reportable

## 28. Was your most effective mentor assigned/provided to you as part of a formal mentorship program?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	71	±2	20	±2	
Army	67	±2	16	±2	
Navy	72	±2	27	±3	
Marine Corps	77	±3	30	±4	
Air Force	71	±2	15	±2	
Enlisted	70	±2	23	±2	
E1 – E4	66	±3	28	±3	
E5 – E9	74	±2	19	±2	
Officers	72	±3	8	±2	
O1 – O3	73	±4	11	±3	
O4 – O6	70	±4	5	±3	
Male	71	±2	21	±2	
Female	71	±3	18	±3	
Not Deployed Past 12 Months	70	±2	20	±2	
Deployed Past 12 Months	71	±2	21	±2	
<b>WHITE</b>	71	±2	17	±2	
Army	68	±3	13	±3	
Navy	73	±3	22	±4	
Marine Corps	79	±5	25	±6	
Air Force	70	±3	14	±3	
Enlisted	71	±2	19	±2	
E1 – E4	67	±3	24	±4	
E5 – E9	75	±3	16	±3	
Officers	72	±3	8	±3	
O1 – O3	74	±5	10	±4	
O4 – O6	70	±4	4	±3	
<b>BLACK</b>	71	±3	24	±3	
Army	67	±4	19	±5	
Navy	73	±4	34	±5	
Marine Corps	74	±4	33	±6	
Air Force	75	±4	20	±4	
Enlisted	70	±3	26	±3	
E1 – E4	62	±5	35	±6	
E5 – E9	75	±3	21	±3	
Officers	74	±4	10	±5	
O1 – O3	73	±5	9	±4	
O4 – O6	73	±4	12	±12	
<b>HISPANIC</b>	70	±3	27	±3	
Army	67	±4	22	±5	
Navy	69	±5	32	±6	
Marine Corps	77	±5	44	±8	
Air Force	72	±5	15	±5	
Enlisted	70	±3	29	±4	
E1 – E4	68	±5	36	±6	
E5 – E9	72	±3	23	±4	

Note. Percent responding are active duty members who answered the question and who indicated they had a least one military mentor (Q25).

28. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	70	±5	8	±5	
O1 – O3	72	±6	12	±9	
O4 – O6	71	±6	6	±3	
AIAN	65	±9	20	±6	
Army	65	±12	13	±7	
Navy	75	±8	26	±16	
Marine Corps	48	±24	36	±12	
Air Force	71	±15	14	±9	
Enlisted	63	±9	23	±7	
E1 – E4	58	±15	27	±12	
E5 – E9	68	±9	19	±9	
Officers	75	±19	3	±4	
O1 – O3	66	±30	7	±10	
O4 – O6	79	±26	2	±5	
ASIAN	67	±4	38	±4	
Army	58	±7	25	±7	
Navy	73	±5	47	±6	
Marine Corps	73	±11	46	±15	
Air Force	67	±6	30	±7	
Enlisted	67	±4	42	±5	
E1 – E4	59	±7	49	±8	
E5 – E9	74	±4	38	±5	
Officers	66	±7	17	±7	
O1 – O3	65	±10	18	±9	
O4 – O6	68	±9	13	±15	
NHPI	70	±10	36	±10	
Army	64	±15	32	±16	
Navy	79	±11	50	±15	
Marine Corps	84	±7	35	±13	
Air Force	77	±6	NR		
Enlisted	69	±10	38	±11	
Officers	89	±9	5	±9	
TWO OR MORE RACES	69	±6	17	±6	
Army	60	±12	9	±14	
Navy	74	±8	25	±11	
Marine Corps	72	±18	NR		
Air Force	74	±8	8	±4	
Enlisted	70	±7	18	±7	
E1 – E4	64	±10	25	±12	
E5 – E9	77	±7	11	±6	
Officers	62	±12	6	±13	
O1 – O3	58	±15	NR		
O4 – O6	68	±20	5	±8	
COAST GUARD	66	±3	13	±3	
White	66	±4	12	±4	
Black	61	±4	16	±4	
Hispanic	63	±4	18	±4	
Other Race/Ethnicity	66	±6	14	±6	
Enlisted	65	±3	16	±3	
Officers	70	±4	4	±3	
Male	66	±3	13	±3	
Female	67	±3	14	±3	
Not Deployed Past 12 Months	65	±3	14	±3	
Deployed Past 12 Months	67	±6	13	±6	

NR: Not reportable

**29. What is the race/ethnic background of your most effective mentor?**

- a. White  
 d. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
 g. Don't know
- b. Black or African American  
 e. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)  
 h. More than one race
- c. American Indian or Alaska Native  
 f. Spanish/Hispanic/Latino

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	70	±2	61	25	1	3	2	10	5	5	±2
Army	66	±2	55	32	1	2	2	10	5	6	±3
Navy	72	±2	60	24	1	7	2	8	5	6	±3
Marine Corps	77	±3	64	16	1	2	2	17	5	5	±4
Air Force	71	±2	67	22	1	3	1	7	6	5	±3
Enlisted	70	±2	57	28	1	4	2	11	6	6	±2
E1 – E4	66	±3	58	24	1	4	2	13	7	6	±3
E5 – E9	74	±2	56	30	1	4	2	9	5	5	±2
Officers	71	±3	80	14	0	2	0	4	4	3	±3
O1 – O3	73	±4	79	12	0	2	0	5	5	2	±4
O4 – O6	70	±4	84	10	0	2	0	4	2	2	±4
Male	70	±2	62	23	1	4	2	10	5	5	±2
Female	71	±3	51	36	0	3	1	9	6	6	±3
Not Deployed Past 12 Months	70	±2	60	26	1	3	2	9	6	6	±2
Deployed Past 12 Months	71	±2	61	25	1	3	2	11	4	5	±3
WHITE	71	±2	73	15	1	2	2	8	5	4	±2
Army	67	±3	68	20	1	2	2	8	5	4	±4
Navy	72	±3	74	15	1	4	2	7	4	5	±4
Marine Corps	79	±5	74	10	1	2	2	14	3	3	±6
Air Force	71	±3	77	13	1	2	1	5	5	3	±3
Enlisted	71	±2	69	17	1	2	2	9	5	4	±3
E1 – E4	67	±3	68	16	1	3	2	12	5	5	±4
E5 – E9	74	±3	70	18	1	2	2	8	4	4	±3
Officers	72	±3	86	7	0	1	0	4	3	2	±3
O1 – O3	74	±5	85	6	0	2	0	4	5	1	±5
O4 – O6	69	±4	89	5	0	1	0	4	2	2	±4
BLACK	71	±3	26	65	1	3	1	7	6	6	±3
Army	67	±4	22	69	1	2	2	8	6	6	±5
Navy	73	±4	28	62	1	5	2	5	7	7	±5
Marine Corps	74	±4	31	57	0	2	1	13	5	6	±6
Air Force	74	±4	31	65	0	2	0	3	5	6	±5
Enlisted	70	±3	25	65	1	3	1	8	6	6	±3
E1 – E4	62	±5	25	60	0	3	2	8	9	6	±6
E5 – E9	75	±3	25	68	1	3	1	7	5	7	±4
Officers	74	±4	37	64	0	1	0	2	2	6	±5
O1 – O3	73	±5	38	64	0	2	1	3	2	7	±6
O4 – O6	73	±4	43	58	0	1	0	2	1	4	±6
HISPANIC	70	±3	51	26	1	4	2	22	6	8	±4
Army	66	±4	49	33	1	1	1	21	5	9	±6
Navy	68	±5	49	25	0	8	4	16	5	5	±6
Marine Corps	77	±5	50	19	2	3	4	31	7	8	±8
Air Force	72	±5	59	22	1	4	2	18	8	11	±7
Enlisted	70	±3	50	27	1	4	3	23	6	9	±4
E1 – E4	68	±5	48	24	1	4	2	27	6	10	±6
E5 – E9	72	±3	52	29	1	3	3	19	6	7	±4

Note. Percent responding are active duty members who answered the question and who indicated they had a least one military mentor (Q25). Respondents who selected "Don't know" and one of the race categories are included in the calculation of "More than one race."

29. Continued	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
Officers	69	±5	64	20	0	4	1	12	3	3	±8
O1 – O3	71	±6	60	19	0	2	1	18	4	3	±11
O4 – O6	71	±6	79	10	0	NR	0	6	2	3	±10
AIAN	64	±9	57	22	3	2	1	12	8	4	±11
Army	65	±12	NR	NR	3	1	1	10	5	4	±7
Navy	73	±9	58	13	2	4	1	NR	NR	3	±16
Marine Corps	48	±24	57	14	5	3	1	15	10	3	±11
Air Force	71	±15	NR	NR	2	2	0	NR	8	5	±6
Enlisted	63	±9	52	24	3	2	1	14	10	4	±12
E1 – E4	57	±15	NR	NR	4	2	0	13	9	4	±7
E5 – E9	68	±9	51	23	3	3	1	15	10	5	±14
Officers	75	±19	NR	NR	0	1	0	2	1	1	±5
O1 – O3	66	±30	NR	4	1	2	1	NR	3	2	±6
O4 – O6	79	±26	97	2	0	1	NR	NR	1	NR	±7
ASIAN	67	±4	49	20	1	23	3	10	7	9	±4
Army	58	±7	50	27	1	13	5	11	5	7	±8
Navy	73	±5	40	16	1	39	4	8	6	10	±6
Marine Corps	73	±11	61	14	1	7	0	15	7	4	±12
Air Force	66	±6	62	21	1	11	2	9	9	12	±8
Enlisted	67	±4	44	21	1	26	4	11	7	10	±5
E1 – E4	59	±7	46	16	1	23	2	13	10	6	±8
E5 – E9	74	±4	43	24	1	28	5	10	6	13	±6
Officers	66	±7	76	13	1	9	1	4	3	5	±7
O1 – O3	65	±10	76	13	1	10	0	4	3	5	±9
O4 – O6	67	±9	80	11	0	7	0	3	2	3	±16
NHPI	71	±10	40	35	1	5	12	9	11	8	±11
Army	64	±15	34	NR	1	4	11	7	11	7	±16
Navy	79	±11	38	35	1	7	15	10	NR	11	±16
Marine Corps	84	±7	35	25	1	3	NR	22	7	6	±17
Air Force	77	±6	61	18	1	7	9	7	9	7	±12
Enlisted	70	±10	36	38	1	6	13	10	11	8	±11
Officers	89	±9	92	4	NR	2	4	NR	3	3	±12
TWO OR MORE RACES	69	±6	57	26	6	8	3	10	12	12	±7
Army	60	±12	50	33	6	8	2	9	14	16	±16
Navy	74	±8	65	20	4	13	4	12	13	13	±10
Marine Corps	72	±18	NR	11	NR	1	1	12	NR	4	±13
Air Force	74	±8	59	31	4	5	3	8	9	8	±12
Enlisted	70	±7	54	27	6	9	3	11	12	11	±8
E1 – E4	64	±10	54	24	4	5	1	9	15	9	±14
E5 – E9	77	±7	53	31	8	12	5	13	9	12	±9
Officers	62	±12	81	15	1	4	1	3	NR	NR	±15
O1 – O3	58	±15	81	10	2	3	1	4	NR	NR	±15
O4 – O6	68	±20	NR	9	0	1	1	1	NR	1	±8
COAST GUARD	65	±3	81	7	1	2	1	6	6	3	±3
White	66	±4	87	4	0	1	1	4	5	2	±4
Black	61	±4	45	51	1	2	2	5	4	6	±5
Hispanic	63	±4	71	9	1	1	2	18	6	6	±6
Other Race/Ethnicity	66	±6	67	8	2	5	3	10	16	8	±9
Enlisted	64	±3	80	7	1	1	2	7	7	3	±4
Officers	70	±4	87	8	0	3	1	3	4	3	±3
Male	65	±3	82	6	1	2	2	6	6	3	±3
Female	66	±3	76	12	1	2	0	6	6	3	±3
Not Deployed Past 12 Months	65	±3	81	7	1	2	1	6	6	4	±3
Deployed Past 12 Months	66	±6	81	5	0	1	2	7	7	2	±6

NR: Not reportable

## 30. Was your most effective mentor...?

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL DOD	70	±2	91	9	±1
Army	66	±2	92	8	±2
Navy	72	±2	90	10	±2
Marine Corps	78	±3	96	4	±2
Air Force	71	±2	87	13	±2
Enlisted	70	±2	91	9	±1
E1 – E4	66	±3	91	9	±2
E5 – E9	74	±2	92	8	±1
Officers	71	±3	91	9	±2
O1 – O3	73	±4	91	9	±3
O4 – O6	70	±4	90	10	±3
Male	70	±2	95	5	±1
Female	71	±3	70	30	±3
Not Deployed Past 12 Months	70	±2	90	10	±1
Deployed Past 12 Months	71	±2	94	6	±2
WHITE	71	±2	93	7	±1
Army	67	±3	95	5	±2
Navy	72	±3	92	8	±3
Marine Corps	79	±5	97	3	±2
Air Force	71	±3	89	11	±3
Enlisted	71	±2	94	6	±2
E1 – E4	67	±3	94	6	±2
E5 – E9	75	±3	93	7	±2
Officers	72	±3	92	8	±3
O1 – O3	74	±5	92	8	±3
O4 – O6	69	±4	90	10	±4
BLACK	70	±3	84	16	±3
Army	66	±4	83	17	±5
Navy	73	±4	83	17	±4
Marine Corps	74	±4	92	8	±3
Air Force	74	±4	82	18	±4
Enlisted	70	±3	84	16	±3
E1 – E4	61	±5	79	21	±6
E5 – E9	75	±3	86	14	±3
Officers	74	±4	85	15	±4
O1 – O3	73	±5	83	17	±5
O4 – O6	73	±4	84	16	±4
HISPANIC	70	±3	90	10	±2
Army	66	±4	92	8	±3
Navy	68	±5	87	13	±5
Marine Corps	77	±5	94	6	±5
Air Force	72	±5	87	13	±5
Enlisted	70	±3	90	10	±2
E1 – E4	68	±5	89	11	±4
E5 – E9	72	±3	92	8	±3

Note. Percent responding are active duty members who answered the question and who indicated they had a least one military mentor (Q25).

30. Continued	Percent Responding		Percentages		Max ME
			1	2	
Officers	70	±5	90	10	±4
O1 – O3	72	±6	90	10	±4
O4 – O6	71	±6	89	11	±8
AIAN	65	±9	92	8	±4
Army	64	±12	94	6	±5
Navy	75	±8	91	9	±7
Marine Corps	48	±24	85	15	±15
Air Force	71	±15	92	8	±5
Enlisted	63	±9	91	9	±4
E1 – E4	57	±15	88	12	±8
E5 – E9	68	±9	93	7	±5
Officers	75	±19	97	3	±4
O1 – O3	66	±30	94	6	±8
O4 – O6	79	±26	98	2	±5
ASIAN	67	±4	91	9	±2
Army	58	±7	90	10	±4
Navy	72	±5	91	9	±4
Marine Corps	73	±11	95	5	±3
Air Force	66	±6	87	13	±4
Enlisted	67	±4	91	9	±2
E1 – E4	59	±7	86	14	±5
E5 – E9	74	±4	94	6	±2
Officers	66	±7	90	10	±3
O1 – O3	65	±10	89	11	±4
O4 – O6	68	±9	91	9	±4
NHPI	70	±10	91	9	±5
Army	64	±15	94	6	±12
Navy	78	±11	90	10	±9
Marine Corps	83	±7	91	9	±9
Air Force	77	±7	86	14	±7
Enlisted	69	±10	93	7	±3
Officers	89	±9	NR	NR	
TWO OR MORE RACES	67	±6	90	10	±5
Army	60	±12	93	7	±7
Navy	73	±8	86	14	±10
Marine Corps	63	±20	98	2	±3
Air Force	73	±8	86	14	±10
Enlisted	68	±7	89	11	±5
E1 – E4	62	±10	90	10	±7
E5 – E9	76	±7	88	12	±7
Officers	62	±12	94	6	±4
O1 – O3	58	±15	92	8	±6
O4 – O6	68	±20	95	5	±6
COAST GUARD	65	±3	94	6	±2
White	66	±4	95	5	±2
Black	61	±4	90	10	±3
Hispanic	63	±4	92	8	±4
Other Race/Ethnicity	66	±6	94	6	±3
Enlisted	64	±3	94	6	±2
Officers	70	±4	94	6	±2
Male	65	±3	97	3	±2
Female	67	±3	74	26	±4
Not Deployed Past 12 Months	65	±3	94	6	±2
Deployed Past 12 Months	66	±6	94	6	±4

NR: Not reportable



**31. How much do you agree or disagree with the following statements about the people you work with at your workplace?****a. There is very little conflict among your coworkers.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	7	17	21	40	16	±2	3.4	±0.1	
Army	100	±1	8	18	22	37	15	±2	3.3	±0.1	
Navy	100	±1	7	18	21	40	15	±3	3.4	±0.1	
Marine Corps	100	±1	6	16	21	41	15	±4	3.4	±0.1	
Air Force	100	±1	5	14	20	43	19	±3	3.6	±0.1	
Enlisted	100	±1	8	18	22	37	15	±2	3.3	±0.1	
E1 – E4	100	±1	11	19	24	33	13	±3	3.2	±0.1	
E5 – E9	100	±1	5	17	21	41	17	±2	3.5	±0.1	
Officers	100	±1	3	11	15	52	19	±3	3.7	±0.1	
O1 – O3	100	±1	3	12	15	53	17	±4	3.7	±0.1	
O4 – O6	100	±1	3	9	14	53	22	±4	3.8	±0.1	
Male	100	±1	6	16	21	41	16	±2	3.4	±0.1	
Female	100	±1	11	21	21	34	14	±3	3.2	±0.1	
Not Deployed Past 12 Months	100	±1	6	15	21	40	17	±2	3.5	±0.1	
Deployed Past 12 Months	100	±1	8	18	21	39	13	±2	3.3	±0.1	
<b>WHITE</b>	100	±1	6	17	20	42	15	±2	3.4	±0.1	
Army	100	±1	7	17	22	39	15	±3	3.4	±0.1	
Navy	100	±1	6	18	19	42	15	±4	3.4	±0.1	
Marine Corps	99	±1	7	16	20	43	13	±5	3.4	±0.2	
Air Force	100	±1	4	14	19	44	18	±3	3.6	±0.1	
Enlisted	100	±1	7	18	22	39	14	±2	3.4	±0.1	
E1 – E4	100	±1	10	19	23	35	12	±4	3.2	±0.1	
E5 – E9	100	±1	4	17	20	42	17	±3	3.5	±0.1	
Officers	100	±1	2	10	14	54	19	±4	3.8	±0.1	
O1 – O3	100	±1	3	11	14	55	17	±5	3.7	±0.1	
O4 – O6	100	±1	2	8	13	54	23	±5	3.9	±0.1	
<b>BLACK</b>	99	±1	8	16	21	37	17	±3	3.4	±0.1	
Army	99	±1	10	19	22	34	16	±4	3.3	±0.2	
Navy	100	±1	8	16	22	38	16	±4	3.4	±0.1	
Marine Corps	99	±1	6	14	19	42	20	±5	3.6	±0.1	
Air Force	100	±1	8	13	21	38	20	±4	3.5	±0.1	
Enlisted	99	±1	9	16	22	36	17	±3	3.4	±0.1	
E1 – E4	99	±1	12	17	23	31	17	±5	3.2	±0.2	
E5 – E9	99	±1	7	16	21	39	17	±3	3.4	±0.1	
Officers	100	±0	5	15	16	45	19	±4	3.6	±0.1	
O1 – O3	100	±0	5	14	20	43	19	±5	3.6	±0.2	
O4 – O6	100	±0	4	14	14	50	19	±6	3.7	±0.1	
<b>HISPANIC</b>	100	±1	7	17	22	36	17	±3	3.4	±0.1	
Army	100	±1	7	19	22	35	18	±5	3.4	±0.1	
Navy	100	±1	7	20	24	36	13	±5	3.3	±0.2	
Marine Corps	100	±1	4	14	24	38	20	±7	3.6	±0.2	
Air Force	100	±1	8	15	20	38	20	±6	3.5	±0.2	
Enlisted	100	±1	7	18	23	35	18	±3	3.4	±0.1	
E1 – E4	100	±1	9	19	25	31	17	±5	3.3	±0.2	
E5 – E9	100	±1	5	17	21	38	18	±3	3.5	±0.1	

Note. Percent responding are active duty members who answered the question.

31a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	3	12	18	51	16	±6	3.6	±0.1	
O1 – O3	100	±0	3	14	15	53	15	±8	3.6	±0.2	
O4 – O6	100	±1	2	13	16	46	22	±8	3.7	±0.2	
AIAN	100	±1	12	22	21	33	12	±11	3.1	±0.3	
Army	100	±1	NR	21	19	26	13	±14	2.9	±0.5	
Navy	100	±0	6	25	25	34	10	±15	3.2	±0.3	
Marine Corps	100	±0	4	NR	20	NR	14	±15	NR		
Air Force	100	±0	3	13	NR	NR	11	±6	3.6	±0.2	
Enlisted	100	±1	11	23	21	35	10	±11	3.1	±0.3	
E1 – E4	100	±0	15	NR	20	28	8	±17	2.9	±0.4	
E5 – E9	100	±1	6	18	22	41	13	±10	3.4	±0.2	
Officers	100	±0	NR	NR	NR	21	NR	±16	NR		
O1 – O3	100	±0	2	NR	NR	NR	11	±11	NR		
O4 – O6	100	±0	NR	2	NR	NR	NR	±4	NR		
ASIAN	100	±1	7	15	28	37	13	±4	3.3	±0.1	
Army	100	±1	10	18	27	35	11	±8	3.2	±0.2	
Navy	100	±1	5	15	27	38	14	±5	3.4	±0.1	
Marine Corps	100	±1	5	11	32	35	16	±15	3.5	±0.3	
Air Force	100	±1	6	15	29	38	13	±6	3.4	±0.2	
Enlisted	100	±1	6	16	28	36	13	±4	3.3	±0.1	
E1 – E4	99	±1	9	18	32	29	12	±7	3.2	±0.2	
E5 – E9	100	±1	5	14	26	42	13	±5	3.5	±0.1	
Officers	100	±1	8	12	26	39	15	±8	3.4	±0.2	
O1 – O3	100	±1	11	13	28	33	15	±12	3.3	±0.3	
O4 – O6	100	±1	2	10	24	49	15	±11	3.6	±0.2	
NHPI	100	±1	9	10	27	42	12	±10	3.4	±0.2	
Army	100	±1	10	7	29	43	11	±15	3.4	±0.3	
Navy	100	±0	11	17	26	34	11	±18	3.2	±0.3	
Marine Corps	99	±2	5	11	26	42	16	±15	3.5	±0.2	
Air Force	100	±1	4	12	20	49	15	±12	3.6	±0.2	
Enlisted	100	±1	9	10	28	40	12	±10	3.4	±0.2	
Officers	100	±0	NR	7	7	NR	8	±9	3.9	±0.2	
TWO OR MORE RACES	100	±1	14	16	22	33	15	±7	3.2	±0.2	
Army	100	±0	21	14	20	32	13	±14	3.0	±0.4	
Navy	100	±1	13	21	18	31	16	±9	3.2	±0.3	
Marine Corps	100	±1	NR	11	NR	26	10	±16	2.9	±0.6	
Air Force	100	±1	4	15	25	39	18	±10	3.5	±0.2	
Enlisted	100	±1	16	16	23	30	15	±8	3.1	±0.2	
E1 – E4	100	±1	27	13	28	22	10	±12	2.8	±0.3	
E5 – E9	100	±1	3	20	18	39	20	±8	3.5	±0.2	
Officers	100	±0	6	13	14	53	15	±12	3.6	±0.3	
O1 – O3	100	±0	4	15	14	56	11	±15	3.5	±0.3	
O4 – O6	100	±0	NR	7	NR	NR	12	±7	3.5	±0.5	
COAST GUARD	100	±1	5	16	20	46	13	±3	3.5	±0.1	
White	100	±1	4	17	19	47	13	±4	3.5	±0.1	
Black	100	±1	6	12	22	41	19	±4	3.6	±0.1	
Hispanic	100	±0	6	15	24	41	15	±5	3.4	±0.1	
Other Race/Ethnicity	100	±0	6	17	22	45	10	±6	3.4	±0.2	
Enlisted	100	±1	5	17	21	43	13	±4	3.4	±0.1	
Officers	100	±1	2	12	14	55	17	±4	3.7	±0.1	
Male	100	±1	4	16	19	47	14	±3	3.5	±0.1	
Female	100	±1	8	19	22	37	13	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	5	16	20	46	14	±3	3.5	±0.1	
Deployed Past 12 Months	100	±0	5	18	19	46	13	±6	3.4	±0.2	

NR: Not reportable

**31. How much do you agree or disagree with the following statements about the people you work with at your workplace?****b. Your coworkers put in the effort required for their jobs.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	5	11	19	47	17	±2	3.6	±0.1	
Army	100	±1	6	12	20	45	16	±3	3.5	±0.1	
Navy	100	±1	5	13	20	47	15	±3	3.5	±0.1	
Marine Corps	100	±1	5	10	19	49	17	±4	3.6	±0.1	
Air Force	100	±1	3	9	17	50	21	±3	3.8	±0.1	
Enlisted	100	±1	5	12	21	45	16	±2	3.5	±0.1	
E1 – E4	100	±1	7	13	23	42	14	±3	3.4	±0.1	
E5 – E9	100	±1	4	12	19	48	18	±2	3.7	±0.1	
Officers	100	±1	2	6	12	57	23	±3	3.9	±0.1	
O1 – O3	100	±1	3	6	15	57	19	±4	3.8	±0.1	
O4 – O6	100	±1	1	5	8	56	29	±4	4.1	±0.1	
Male	100	±1	4	11	19	48	17	±2	3.6	±0.1	
Female	100	±1	7	14	20	44	16	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	4	10	19	47	19	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	6	13	19	48	15	±2	3.5	±0.1	
<b>WHITE</b>	100	±1	5	12	19	48	16	±2	3.6	±0.1	
Army	100	±1	6	13	20	46	15	±3	3.5	±0.1	
Navy	100	±1	5	14	19	47	15	±4	3.5	±0.1	
Marine Corps	100	±1	6	11	19	48	17	±5	3.6	±0.2	
Air Force	100	±1	3	9	17	51	20	±3	3.8	±0.1	
Enlisted	100	±1	6	14	21	45	15	±2	3.5	±0.1	
E1 – E4	100	±1	8	15	23	42	12	±4	3.4	±0.1	
E5 – E9	100	±1	4	13	18	48	17	±3	3.6	±0.1	
Officers	100	±1	2	5	11	58	23	±4	3.9	±0.1	
O1 – O3	100	±1	3	5	13	59	18	±5	3.8	±0.1	
O4 – O6	100	±0	1	5	8	57	30	±5	4.1	±0.1	
<b>BLACK</b>	99	±1	4	9	19	48	20	±3	3.7	±0.1	
Army	99	±1	4	10	19	48	19	±5	3.7	±0.1	
Navy	99	±1	4	9	20	49	17	±4	3.7	±0.1	
Marine Corps	100	±1	3	8	18	50	22	±5	3.8	±0.1	
Air Force	100	±1	2	8	18	48	24	±4	3.8	±0.1	
Enlisted	99	±1	4	9	19	48	20	±3	3.7	±0.1	
E1 – E4	100	±1	5	11	21	43	19	±5	3.6	±0.2	
E5 – E9	99	±1	3	8	18	50	20	±3	3.8	±0.1	
Officers	100	±1	2	5	14	56	23	±4	3.9	±0.1	
O1 – O3	100	±1	2	5	18	53	22	±5	3.9	±0.1	
O4 – O6	99	±1	1	5	11	57	26	±6	4.0	±0.1	
<b>HISPANIC</b>	100	±1	5	11	19	45	19	±3	3.6	±0.1	
Army	100	±1	6	11	21	41	21	±5	3.6	±0.1	
Navy	100	±1	5	13	22	44	16	±5	3.5	±0.2	
Marine Corps	99	±1	5	8	17	51	19	±7	3.7	±0.2	
Air Force	100	±1	4	11	14	50	20	±6	3.7	±0.2	
Enlisted	100	±1	5	12	20	44	19	±3	3.6	±0.1	
E1 – E4	100	±1	7	11	22	42	18	±5	3.5	±0.1	
E5 – E9	100	±1	4	12	17	46	20	±4	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

31b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	5	15	56	23	±6	3.9	±0.1	
O1 – O3	100	±1	1	5	15	54	24	±8	3.9	±0.2	
O4 – O6	100	±1	2	6	14	52	27	±8	4.0	±0.2	
AIAN	99	±1	12	15	18	41	14	±13	3.3	±0.3	
Army	100	±1	NR	NR	15	35	14	±12	3.1	±0.4	
Navy	99	±2	NR	12	21	46	12	±13	3.4	±0.4	
Marine Corps	99	±2	NR	6	11	NR	14	±12	NR		
Air Force	100	±1	1	7	NR	NR	15	±7	3.7	±0.2	
Enlisted	99	±1	13	14	19	43	12	±15	3.3	±0.3	
E1 – E4	99	±1	NR	15	15	36	11	±16	3.0	±0.5	
E5 – E9	99	±1	3	12	23	50	12	±10	3.6	±0.2	
Officers	100	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	100	±1	NR	4	NR	NR	14	±13	NR		
O4 – O6	100	±0	1	NR	2	NR	NR	±4	NR		
ASIAN	100	±1	3	10	24	48	14	±4	3.6	±0.1	
Army	100	±1	4	13	26	46	10	±8	3.4	±0.2	
Navy	100	±1	2	8	25	47	17	±5	3.7	±0.1	
Marine Corps	100	±1	3	10	20	55	12	±12	3.6	±0.2	
Air Force	100	±1	4	7	22	48	18	±6	3.7	±0.2	
Enlisted	100	±1	4	10	25	47	14	±4	3.6	±0.1	
E1 – E4	100	±1	6	10	27	44	13	±7	3.5	±0.2	
E5 – E9	100	±1	2	11	24	50	14	±5	3.6	±0.1	
Officers	100	±1	2	5	21	53	19	±7	3.8	±0.2	
O1 – O3	100	±1	3	5	22	51	19	±9	3.8	±0.2	
O4 – O6	100	±1	1	5	18	56	20	±11	3.9	±0.2	
NHPI	100	±1	4	6	29	46	16	±10	3.6	±0.2	
Army	100	±0	3	4	36	44	14	±16	3.6	±0.3	
Navy	100	±0	NR	10	24	44	13	±18	3.4	±0.3	
Marine Corps	100	±0	2	7	15	46	30	±14	3.9	±0.3	
Air Force	100	±1	2	9	16	54	18	±11	3.8	±0.1	
Enlisted	100	±1	4	6	30	45	15	±10	3.6	±0.2	
Officers	100	±0	NR	2	8	NR	NR	±9	NR		
TWO OR MORE RACES	100	±1	6	13	21	46	14	±6	3.5	±0.2	
Army	100	±1	12	15	22	40	12	±14	3.3	±0.4	
Navy	100	±1	6	16	20	44	13	±9	3.4	±0.3	
Marine Corps	100	±1	1	9	NR	NR	11	±11	3.6	±0.3	
Air Force	100	±1	1	10	16	53	19	±9	3.8	±0.2	
Enlisted	100	±1	7	13	21	45	13	±7	3.4	±0.2	
E1 – E4	100	±1	11	13	23	43	10	±11	3.3	±0.3	
E5 – E9	100	±1	3	13	19	47	17	±8	3.6	±0.2	
Officers	100	±1	3	12	16	52	18	±12	3.7	±0.3	
O1 – O3	100	±1	1	15	21	49	14	±16	3.6	±0.3	
O4 – O6	100	±1	NR	5	5	NR	14	±9	3.7	±0.5	
COAST GUARD	100	±1	3	9	21	52	16	±3	3.7	±0.1	
White	100	±1	3	9	20	52	16	±4	3.7	±0.1	
Black	100	±1	2	7	18	53	21	±4	3.9	±0.1	
Hispanic	99	±1	2	8	24	51	15	±5	3.7	±0.1	
Other Race/Ethnicity	100	±1	2	8	21	54	15	±6	3.7	±0.1	
Enlisted	100	±1	3	9	23	51	15	±4	3.6	±0.1	
Officers	100	±1	2	6	12	56	23	±4	3.9	±0.1	
Male	100	±1	3	8	20	53	16	±3	3.7	±0.1	
Female	100	±1	4	12	23	46	16	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	2	9	20	52	16	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	3	7	22	51	17	±6	3.7	±0.2	

NR: Not reportable

**31. How much do you agree or disagree with the following statements about the people you work with at your workplace?****c. The people in your work group tend to get along.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	3	7	18	53	19	±2	3.8	±0.1	
Army	99	±1	3	8	20	50	18	±3	3.7	±0.1	
Navy	100	±1	3	7	17	54	18	±3	3.8	±0.1	
Marine Corps	99	±1	3	6	17	54	20	±4	3.8	±0.1	
Air Force	100	±1	2	6	16	55	22	±3	3.9	±0.1	
Enlisted	99	±1	3	8	19	51	18	±2	3.7	±0.1	
E1 – E4	99	±1	5	10	21	48	16	±3	3.6	±0.1	
E5 – E9	100	±1	2	7	18	54	20	±2	3.8	±0.1	
Officers	100	±1	1	3	11	60	25	±3	4.0	±0.1	
O1 – O3	100	±1	1	3	13	61	22	±4	4.0	±0.1	
O4 – O6	100	±1	1	3	7	59	30	±4	4.1	±0.1	
Male	100	±1	3	7	18	54	20	±2	3.8	±0.1	
Female	100	±1	4	11	20	47	17	±3	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	3	7	17	54	20	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	3	8	20	51	18	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	2	7	17	55	19	±2	3.8	±0.1	
Army	99	±1	3	7	20	52	18	±3	3.8	±0.1	
Navy	100	±1	3	7	15	58	17	±4	3.8	±0.1	
Marine Corps	99	±1	3	6	17	55	18	±5	3.8	±0.1	
Air Force	100	±1	1	6	15	56	21	±3	3.9	±0.1	
Enlisted	100	±1	3	8	19	54	17	±2	3.7	±0.1	
E1 – E4	99	±1	4	10	21	51	14	±4	3.6	±0.1	
E5 – E9	100	±1	1	6	17	56	19	±3	3.9	±0.1	
Officers	100	±1	1	3	10	60	26	±4	4.1	±0.1	
O1 – O3	100	±1	1	3	12	62	22	±5	4.0	±0.1	
O4 – O6	100	±1	1	2	6	60	31	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	3	8	19	49	20	±3	3.7	±0.1	
Army	99	±1	4	10	19	49	18	±5	3.7	±0.1	
Navy	99	±1	4	7	20	48	20	±4	3.7	±0.1	
Marine Corps	99	±1	2	7	17	52	22	±5	3.9	±0.1	
Air Force	99	±1	2	7	17	51	23	±4	3.9	±0.1	
Enlisted	99	±1	4	9	19	49	20	±3	3.7	±0.1	
E1 – E4	99	±1	6	10	22	43	19	±5	3.6	±0.2	
E5 – E9	99	±1	2	7	18	52	20	±3	3.8	±0.1	
Officers	100	±1	1	6	14	57	21	±4	3.9	±0.1	
O1 – O3	100	±1	2	5	19	54	21	±5	3.9	±0.1	
O4 – O6	100	±0	1	4	10	59	26	±5	4.1	±0.1	
<b>HISPANIC</b>	100	±1	3	7	20	48	22	±3	3.8	±0.1	
Army	100	±1	3	8	22	44	22	±5	3.7	±0.1	
Navy	100	±1	5	8	21	49	17	±5	3.7	±0.2	
Marine Corps	100	±1	2	5	15	50	28	±7	4.0	±0.1	
Air Force	100	±1	3	6	17	51	22	±6	3.8	±0.2	
Enlisted	100	±1	3	7	21	46	22	±3	3.8	±0.1	
E1 – E4	100	±1	4	9	22	42	22	±5	3.7	±0.1	
E5 – E9	100	±1	3	6	19	50	22	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

31c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	3	9	62	24	±6	4.1	±0.1	
O1 – O3	100	±1	1	4	12	57	25	±8	4.0	±0.2	
O4 – O6	100	±1	1	3	6	62	27	±7	4.1	±0.1	
AIAN	99	±1	4	13	20	48	15	±13	3.6	±0.3	
Army	99	±1	NR	NR	19	46	15	±14	3.5	±0.4	
Navy	99	±2	1	13	19	55	13	±15	3.6	±0.3	
Marine Corps	99	±1	3	NR	14	NR	17	±15	NR		
Air Force	100	±1	1	4	NR	NR	14	±7	3.7	±0.2	
Enlisted	99	±1	5	12	19	51	13	±13	3.6	±0.3	
E1 – E4	99	±2	NR	NR	17	50	10	±15	3.4	±0.5	
E5 – E9	100	±1	2	9	22	52	16	±10	3.7	±0.2	
Officers	100	±0	1	NR	NR	NR	NR	±1	NR		
O1 – O3	100	±0	0	1	NR	NR	16	±14	NR		
O4 – O6	100	±0	1	NR	NR	NR	NR	±2	NR		
ASIAN	99	±1	3	6	25	50	17	±4	3.7	±0.1	
Army	100	±1	4	10	27	47	12	±7	3.5	±0.2	
Navy	99	±1	2	5	26	50	18	±5	3.8	±0.1	
Marine Corps	100	±1	3	7	16	56	19	±13	3.8	±0.2	
Air Force	100	±1	2	4	23	50	21	±6	3.8	±0.1	
Enlisted	99	±1	2	7	26	48	16	±4	3.7	±0.1	
E1 – E4	99	±1	4	8	31	44	14	±7	3.6	±0.1	
E5 – E9	99	±1	2	6	23	51	18	±5	3.8	±0.1	
Officers	100	±1	3	6	16	55	20	±8	3.8	±0.2	
O1 – O3	100	±1	4	7	17	54	19	±12	3.8	±0.3	
O4 – O6	100	±1	1	4	15	60	20	±10	4.0	±0.1	
NHPI	100	±1	5	7	19	49	20	±9	3.7	±0.2	
Army	100	±1	6	7	18	47	23	±15	3.7	±0.3	
Navy	100	±1	NR	8	27	45	13	±18	3.5	±0.3	
Marine Corps	99	±2	1	4	24	50	20	±15	3.9	±0.2	
Air Force	100	±1	1	7	14	59	19	±10	3.9	±0.1	
Enlisted	100	±1	5	7	20	48	19	±10	3.7	±0.2	
Officers	99	±2	0	1	3	NR	NR	±5	NR		
TWO OR MORE RACES	100	±1	7	9	15	50	18	±6	3.6	±0.2	
Army	100	±0	15	12	13	42	18	±15	3.4	±0.4	
Navy	100	±1	6	12	13	50	18	±9	3.6	±0.3	
Marine Corps	100	±1	1	4	NR	NR	12	±10	3.8	±0.3	
Air Force	100	±1	1	5	14	59	21	±9	3.9	±0.2	
Enlisted	100	±1	8	9	16	49	18	±7	3.6	±0.2	
E1 – E4	100	±1	14	13	17	41	15	±12	3.3	±0.3	
E5 – E9	100	±1	1	5	15	58	21	±8	3.9	±0.2	
Officers	100	±0	3	9	6	63	20	±12	3.9	±0.3	
O1 – O3	100	±0	1	12	5	68	14	±15	3.8	±0.3	
O4 – O6	100	±0	NR	3	9	NR	NR	±7	3.8	±0.6	
COAST GUARD	100	±1	2	5	16	60	18	±3	3.9	±0.1	
White	100	±1	1	5	16	61	17	±4	3.9	±0.1	
Black	99	±1	2	5	15	55	23	±4	3.9	±0.1	
Hispanic	100	±1	2	5	19	54	19	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	1	9	17	58	16	±7	3.8	±0.2	
Enlisted	100	±1	2	6	18	58	16	±4	3.8	±0.1	
Officers	100	±1	1	3	8	66	23	±4	4.1	±0.1	
Male	100	±1	1	5	16	61	18	±3	3.9	±0.1	
Female	100	±1	3	9	19	52	18	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	1	5	16	60	17	±3	3.9	±0.1	
Deployed Past 12 Months	99	±2	2	5	17	58	19	±6	3.9	±0.1	

NR: Not reportable

**31. How much do you agree or disagree with the following statements about the people you work with at your workplace?****d. The people in your work group are willing to help each other.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	3	8	19	49	22	±2	3.8	±0.1	
Army	100	±1	4	9	20	46	20	±3	3.7	±0.1	
Navy	100	±1	4	9	18	48	21	±3	3.7	±0.1	
Marine Corps	100	±1	3	6	19	51	22	±4	3.8	±0.1	
Air Force	100	±1	2	6	16	51	25	±3	3.9	±0.1	
Enlisted	100	±1	4	8	20	47	20	±2	3.7	±0.1	
E1 – E4	100	±1	5	10	23	44	18	±3	3.6	±0.1	
E5 – E9	100	±1	3	7	18	50	22	±2	3.8	±0.1	
Officers	100	±1	1	4	11	56	29	±3	4.1	±0.1	
O1 – O3	100	±1	1	5	13	56	26	±4	4.0	±0.1	
O4 – O6	100	±1	1	2	7	55	35	±4	4.2	±0.1	
Male	100	±1	3	7	18	49	22	±2	3.8	±0.1	
Female	100	±1	6	11	21	44	19	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	18	49	23	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	4	9	20	48	19	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	3	8	18	50	21	±2	3.8	±0.1	
Army	100	±1	4	9	19	48	20	±3	3.7	±0.1	
Navy	100	±1	3	9	18	48	22	±4	3.8	±0.1	
Marine Corps	100	±1	3	5	20	52	19	±5	3.8	±0.1	
Air Force	100	±1	2	6	17	52	24	±3	3.9	±0.1	
Enlisted	100	±1	4	9	20	48	19	±2	3.7	±0.1	
E1 – E4	100	±1	5	10	23	45	17	±4	3.6	±0.1	
E5 – E9	100	±1	2	8	18	51	21	±3	3.8	±0.1	
Officers	100	±0	1	3	10	56	30	±4	4.1	±0.1	
O1 – O3	100	±0	1	5	11	57	26	±5	4.0	±0.1	
O4 – O6	100	±0	1	1	6	55	37	±5	4.3	±0.1	
<b>BLACK</b>	100	±1	4	7	19	48	22	±3	3.8	±0.1	
Army	99	±1	5	9	21	46	20	±5	3.7	±0.1	
Navy	99	±1	4	8	20	50	19	±4	3.7	±0.1	
Marine Corps	100	±1	2	5	17	47	28	±5	3.9	±0.1	
Air Force	100	±1	1	6	16	51	26	±4	3.9	±0.1	
Enlisted	99	±1	4	8	20	47	21	±3	3.7	±0.1	
E1 – E4	99	±1	5	11	23	42	20	±5	3.6	±0.2	
E5 – E9	100	±1	3	6	18	51	23	±3	3.8	±0.1	
Officers	100	±0	1	4	15	55	25	±4	4.0	±0.1	
O1 – O3	100	±0	1	4	16	53	26	±5	4.0	±0.1	
O4 – O6	100	±0	1	2	12	57	27	±5	4.1	±0.1	
<b>HISPANIC</b>	100	±1	4	7	19	46	24	±3	3.8	±0.1	
Army	99	±1	5	6	22	43	24	±5	3.7	±0.1	
Navy	100	±1	4	9	20	48	19	±5	3.7	±0.1	
Marine Corps	100	±1	2	7	15	48	29	±7	3.9	±0.2	
Air Force	100	±1	4	6	15	48	26	±6	3.9	±0.2	
Enlisted	100	±1	4	8	20	45	24	±3	3.8	±0.1	
E1 – E4	99	±1	5	9	21	42	23	±5	3.7	±0.1	
E5 – E9	100	±1	3	6	19	48	24	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

31d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	3	11	58	28	±6	4.1	±0.1	
O1 – O3	100	±0	1	4	13	55	28	±8	4.1	±0.2	
O4 – O6	100	±1	1	2	10	57	30	±7	4.1	±0.1	
AIAN	100	±1	3	18	20	42	17	±13	3.5	±0.3	
Army	100	±1	4	NR	26	34	16	±14	3.4	±0.4	
Navy	100	±0	3	13	23	44	18	±15	3.6	±0.3	
Marine Corps	99	±2	2	NR	10	NR	19	±16	NR		
Air Force	100	±1	1	5	13	64	16	±14	3.9	±0.1	
Enlisted	100	±1	3	17	20	44	16	±13	3.5	±0.2	
E1 – E4	99	±1	3	NR	23	35	14	±14	3.3	±0.4	
E5 – E9	100	±1	3	8	18	53	18	±10	3.7	±0.2	
Officers	100	±0	1	NR	NR	NR	NR	±1	NR		
O1 – O3	100	±0	1	2	NR	NR	17	±15	NR		
O4 – O6	100	±0	1	NR	NR	NR	NR	±2	NR		
ASIAN	100	±1	3	6	22	49	20	±4	3.8	±0.1	
Army	100	±1	5	10	25	44	16	±8	3.6	±0.2	
Navy	100	±1	2	6	20	50	21	±5	3.8	±0.1	
Marine Corps	100	±1	2	3	15	58	22	±12	3.9	±0.2	
Air Force	100	±1	2	4	22	47	24	±6	3.9	±0.2	
Enlisted	100	±1	3	7	22	48	19	±4	3.7	±0.1	
E1 – E4	100	±1	5	8	24	45	18	±7	3.6	±0.2	
E5 – E9	100	±1	2	6	21	50	21	±5	3.8	±0.1	
Officers	100	±1	3	4	17	51	26	±8	3.9	±0.2	
O1 – O3	100	±1	4	4	18	47	27	±12	3.9	±0.3	
O4 – O6	100	±1	1	2	15	59	23	±10	4.0	±0.1	
NHPI	98	±3	3	8	24	42	24	±10	3.7	±0.2	
Army	98	±4	3	8	29	37	24	±16	3.7	±0.3	
Navy	100	±1	NR	11	NR	44	17	±13	3.5	±0.4	
Marine Corps	100	±0	0	4	15	45	36	±13	4.1	±0.2	
Air Force	100	±1	2	7	14	54	24	±11	3.9	±0.1	
Enlisted	98	±3	3	8	25	41	23	±10	3.7	±0.2	
Officers	100	±0	0	1	5	NR	NR	±7	NR		
TWO OR MORE RACES	100	±1	7	8	19	47	20	±6	3.6	±0.2	
Army	100	±0	12	11	21	39	18	±14	3.4	±0.4	
Navy	100	±1	9	9	17	45	20	±9	3.6	±0.3	
Marine Corps	100	±1	1	5	NR	NR	14	±11	3.7	±0.3	
Air Force	100	±1	1	5	13	57	24	±9	4.0	±0.2	
Enlisted	100	±1	8	8	20	46	19	±7	3.6	±0.2	
E1 – E4	100	±1	13	7	24	41	15	±11	3.4	±0.3	
E5 – E9	100	±1	2	9	14	52	24	±8	3.9	±0.2	
Officers	100	±0	3	6	13	54	24	±12	3.9	±0.3	
O1 – O3	100	±0	1	8	17	55	19	±15	3.8	±0.3	
O4 – O6	100	±0	NR	2	5	NR	NR	±5	3.9	±0.6	
COAST GUARD	100	±1	2	4	16	56	22	±3	3.9	±0.1	
White	100	±1	2	4	15	57	22	±4	3.9	±0.1	
Black	100	±1	1	6	16	51	26	±4	4.0	±0.1	
Hispanic	100	±0	2	5	18	54	22	±5	3.9	±0.1	
Other Race/Ethnicity	100	±1	1	5	18	54	22	±6	3.9	±0.1	
Enlisted	100	±1	2	5	18	55	20	±4	3.9	±0.1	
Officers	100	±1	0	2	9	59	30	±4	4.2	±0.1	
Male	100	±1	1	4	15	57	22	±3	3.9	±0.1	
Female	100	±1	3	9	20	47	21	±3	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	1	4	17	57	22	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	2	7	13	54	24	±6	3.9	±0.2	

NR: Not reportable



**31. How much do you agree or disagree with the following statements about the people you work with at your workplace?****e. You are satisfied with the relationships you have with your coworkers.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree












































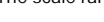

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	4	7	19	48	21	±2	3.7	±0.1	
Army	100	±1	6	10	19	45	20	±3	3.6	±0.1	
Navy	100	±1	4	7	20	49	20	±3	3.7	±0.1	
Marine Corps	100	±1	4	6	18	50	22	±4	3.8	±0.1	
Air Force	100	±1	2	5	17	52	24	±3	3.9	±0.1	
Enlisted	100	±1	5	8	20	47	20	±2	3.7	±0.1	
E1 – E4	100	±1	7	9	22	43	18	±3	3.6	±0.1	
E5 – E9	99	±1	3	7	19	49	22	±2	3.8	±0.1	
Officers	100	±1	2	4	11	56	27	±3	4.0	±0.1	
O1 – O3	100	±1	2	4	13	55	25	±4	4.0	±0.1	
O4 – O6	100	±1	2	2	8	57	31	±4	4.1	±0.1	
Male	100	±1	4	7	18	49	22	±2	3.8	±0.1	
Female	100	±1	7	10	23	41	19	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	4	7	18	48	22	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	5	8	19	48	20	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	4	8	18	50	20	±2	3.7	±0.1	
Army	100	±1	5	11	18	46	20	±3	3.6	±0.1	
Navy	100	±1	3	7	19	50	20	±4	3.8	±0.1	
Marine Corps	99	±1	4	7	19	51	19	±5	3.7	±0.1	
Air Force	100	±1	2	5	17	53	23	±3	3.9	±0.1	
Enlisted	100	±1	4	9	20	48	19	±2	3.7	±0.1	
E1 – E4	100	±1	7	11	21	45	16	±4	3.5	±0.1	
E5 – E9	99	±1	3	8	19	50	21	±3	3.8	±0.1	
Officers	100	±1	2	4	10	57	28	±4	4.1	±0.1	
O1 – O3	100	±1	2	4	12	56	25	±5	4.0	±0.1	
O4 – O6	100	±1	2	2	6	58	32	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	5	7	20	45	23	±3	3.7	±0.1	
Army	99	±1	6	8	21	43	22	±5	3.7	±0.1	
Navy	100	±1	4	7	21	47	21	±4	3.7	±0.1	
Marine Corps	99	±1	4	6	16	47	27	±5	3.9	±0.1	
Air Force	99	±1	3	6	18	48	25	±4	3.9	±0.1	
Enlisted	99	±1	5	7	21	45	23	±3	3.7	±0.1	
E1 – E4	99	±1	7	10	20	42	22	±5	3.6	±0.2	
E5 – E9	99	±1	3	6	21	46	23	±3	3.8	±0.1	
Officers	100	±1	3	6	15	53	23	±4	3.9	±0.1	
O1 – O3	100	±1	4	5	18	49	25	±5	3.9	±0.2	
O4 – O6	100	±1	1	6	13	54	27	±6	4.0	±0.1	
<b>HISPANIC</b>	100	±1	4	5	20	46	25	±3	3.8	±0.1	
Army	100	±1	5	7	20	44	25	±5	3.8	±0.1	
Navy	99	±1	5	5	23	47	20	±5	3.7	±0.1	
Marine Corps	100	±1	2	5	16	48	30	±7	4.0	±0.2	
Air Force	100	±1	4	4	19	46	27	±6	3.9	±0.2	
Enlisted	100	±1	5	5	20	45	25	±3	3.8	±0.1	
E1 – E4	100	±1	6	6	22	40	26	±5	3.7	±0.1	
E5 – E9	100	±1	3	5	19	48	24	±4	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.



















































31e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	4	11	56	28	±6	4.1	±0.1	
O1 – O3	100	±1	2	4	14	53	28	±8	4.0	±0.2	
O4 – O6	100	±1	1	2	10	53	34	±8	4.2	±0.1	
AIAN	100	±1	7	11	23	41	18	±11	3.5	±0.3	
Army	100	±1	NR	4	32	36	15	±16	3.4	±0.4	
Navy	100	±0	4	NR	15	45	20	±12	3.6	±0.4	
Marine Corps	99	±1	3	NR	11	NR	19	±16	NR		
Air Force	100	±0	1	5	NR	NR	24	±18	3.9	±0.3	
Enlisted	100	±1	8	11	22	42	17	±13	3.5	±0.3	
E1 – E4	100	±1	NR	NR	23	36	13	±14	3.2	±0.4	
E5 – E9	100	±1	2	8	21	48	21	±10	3.8	±0.2	
Officers	100	±1	1	NR	NR	NR	NR	±1	NR		
O1 – O3	100	±0	0	NR	9	NR	15	±14	NR		
O4 – O6	100	±1	0	2	NR	NR	NR	±4	NR		
ASIAN	100	±1	4	6	23	48	20	±4	3.7	±0.1	
Army	100	±1	9	7	23	47	14	±9	3.5	±0.2	
Navy	100	±1	2	5	22	48	23	±5	3.8	±0.1	
Marine Corps	100	±1	3	9	21	46	21	±13	3.7	±0.3	
Air Force	100	±1	3	3	23	49	22	±6	3.8	±0.1	
Enlisted	100	±1	4	6	23	47	19	±4	3.7	±0.1	
E1 – E4	99	±1	7	6	27	44	16	±8	3.6	±0.2	
E5 – E9	100	±1	3	6	21	50	21	±5	3.8	±0.1	
Officers	100	±1	3	3	19	51	23	±8	3.9	±0.2	
O1 – O3	100	±1	5	3	18	50	24	±11	3.9	±0.3	
O4 – O6	100	±1	1	3	21	53	22	±13	3.9	±0.2	
NHPI	98	±3	6	4	21	50	18	±9	3.7	±0.2	
Army	97	±5	8	4	21	52	15	±15	3.6	±0.3	
Navy	100	±1	NR	6	24	46	15	±18	3.5	±0.3	
Marine Corps	99	±3	2	2	29	37	29	±14	3.9	±0.3	
Air Force	100	±1	2	5	14	54	25	±11	4.0	±0.1	
Enlisted	98	±4	7	5	22	48	18	±10	3.7	±0.2	
Officers	99	±2	NR	1	5	NR	16	±17	4.1	±0.1	
TWO OR MORE RACES	100	±1	9	8	22	44	18	±6	3.5	±0.2	
Army	99	±2	16	9	24	37	15	±15	3.3	±0.4	
Navy	100	±1	8	10	23	40	18	±9	3.5	±0.3	
Marine Corps	100	±1	2	2	NR	NR	10	±6	3.7	±0.3	
Air Force	100	±1	2	6	16	52	24	±9	3.9	±0.2	
Enlisted	100	±1	10	8	23	42	18	±7	3.5	±0.2	
E1 – E4	100	±1	15	9	26	37	14	±11	3.3	±0.3	
E5 – E9	100	±1	3	8	20	47	23	±8	3.8	±0.2	
Officers	97	±5	3	5	20	56	17	±13	3.8	±0.3	
O1 – O3	96	±7	1	6	26	55	13	±17	3.7	±0.2	
O4 – O6	100	±0	NR	2	8	NR	16	±9	3.8	±0.5	
COAST GUARD	100	±1	2	6	17	54	20	±3	3.8	±0.1	
White	100	±1	3	6	17	56	19	±4	3.8	±0.1	
Black	100	±1	3	4	18	50	25	±4	3.9	±0.1	
Hispanic	100	±1	2	5	22	49	22	±5	3.8	±0.1	
Other Race/Ethnicity	100	±0	2	10	19	47	22	±7	3.8	±0.2	
Enlisted	100	±1	3	7	19	53	19	±4	3.8	±0.1	
Officers	100	±1	1	4	12	57	26	±5	4.0	±0.1	
Male	100	±1	2	6	17	55	21	±3	3.9	±0.1	
Female	100	±1	5	8	21	47	18	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	2	6	18	54	21	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	4	8	17	52	19	±6	3.7	±0.2	

NR: Not reportable

**31. Coworker Satisfaction scale: Constructed from Q31. Coworker Satisfaction can be defined as satisfaction with coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers.**

	Percent Responding		Mean	Max ME	Coworker Satisfaction
<b>TOTAL DOD</b>	99	±1	3.7	±0.1	
Army	99	±1	3.6	±0.1	
Navy	99	±1	3.6	±0.1	
Marine Corps	99	±1	3.7	±0.1	
Air Force	99	±1	3.8	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.5	±0.1	
E5 – E9	99	±1	3.7	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	99	±1	3.9	±0.1	
O4 – O6	100	±1	4.1	±0.1	
Male	99	±1	3.7	±0.1	
Female	99	±1	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	3.7	±0.1	
Deployed Past 12 Months	99	±1	3.6	±0.1	
<b>WHITE</b>	99	±1	3.7	±0.1	
Army	99	±1	3.6	±0.1	
Navy	99	±1	3.7	±0.1	
Marine Corps	99	±1	3.7	±0.1	
Air Force	99	±1	3.8	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.5	±0.1	
E5 – E9	99	±1	3.7	±0.1	
Officers	100	±1	4.0	±0.1	
O1 – O3	100	±1	3.9	±0.1	
O4 – O6	100	±1	4.1	±0.1	
<b>BLACK</b>	98	±1	3.7	±0.1	
Army	98	±1	3.6	±0.1	
Navy	98	±1	3.6	±0.1	
Marine Corps	98	±2	3.8	±0.1	
Air Force	98	±2	3.8	±0.1	
Enlisted	98	±1	3.7	±0.1	
E1 – E4	98	±2	3.5	±0.2	
E5 – E9	98	±1	3.7	±0.1	
Officers	99	±1	3.9	±0.1	
O1 – O3	99	±1	3.8	±0.1	
O4 – O6	99	±1	4.0	±0.1	
<b>HISPANIC</b>	99	±1	3.7	±0.1	
Army	99	±1	3.6	±0.1	
Navy	99	±2	3.6	±0.1	
Marine Corps	99	±1	3.8	±0.1	
Air Force	100	±1	3.7	±0.1	
Enlisted	99	±1	3.7	±0.1	
E1 – E4	99	±1	3.6	±0.1	
E5 – E9	99	±1	3.7	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. A higher score indicates more satisfying experiences. Cronbach's coefficient alpha = 0.91.

31. Continued	Percent Responding		Mean	Max ME	Coworker Satisfaction
Officers	99	±1	4.0	±0.1	
O1 – O3	99	±1	3.9	±0.1	
O4 – O6	99	±1	4.0	±0.1	
AIAN	98	±1	3.4	±0.3	
Army	99	±1	3.2	±0.4	
Navy	98	±2	3.5	±0.3	
Marine Corps	97	±3	NR		
Air Force	99	±1	3.8	±0.2	
Enlisted	98	±1	3.4	±0.3	
E1 – E4	98	±2	3.2	±0.4	
E5 – E9	99	±1	3.6	±0.2	
Officers	100	±1	NR		
O1 – O3	100	±1	NR		
O4 – O6	100	±1	NR		
ASIAN	99	±1	3.6	±0.1	
Army	99	±1	3.4	±0.2	
Navy	99	±1	3.7	±0.1	
Marine Corps	99	±1	3.7	±0.2	
Air Force	99	±1	3.7	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.5	±0.2	
E5 – E9	99	±1	3.7	±0.1	
Officers	99	±1	3.8	±0.2	
O1 – O3	99	±1	3.7	±0.3	
O4 – O6	99	±1	3.9	±0.1	
NHPI	96	±4	3.6	±0.2	
Army	95	±7	3.6	±0.3	
Navy	99	±1	3.4	±0.3	
Marine Corps	97	±3	3.9	±0.2	
Air Force	100	±1	3.8	±0.1	
Enlisted	96	±4	3.6	±0.2	
Officers	98	±3	4.2	±0.3	
TWO OR MORE RACES	99	±1	3.5	±0.2	
Army	99	±2	3.2	±0.4	
Navy	100	±1	3.5	±0.3	
Marine Corps	99	±1	3.5	±0.3	
Air Force	100	±1	3.8	±0.2	
Enlisted	100	±1	3.4	±0.2	
E1 – E4	100	±1	3.2	±0.3	
E5 – E9	100	±1	3.7	±0.2	
Officers	97	±5	3.7	±0.3	
O1 – O3	96	±7	3.7	±0.2	
O4 – O6	100	±1	3.7	±0.6	
COAST GUARD	99	±1	3.8	±0.1	
White	99	±1	3.8	±0.1	
Black	98	±1	3.8	±0.1	
Hispanic	99	±1	3.7	±0.1	
Other Race/Ethnicity	99	±1	3.7	±0.1	
Enlisted	99	±1	3.7	±0.1	
Officers	99	±1	4.0	±0.1	
Male	99	±1	3.8	±0.1	
Female	99	±1	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	3.8	±0.1	
Deployed Past 12 Months	99	±2	3.7	±0.1	

NR: Not reportable

**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**a. Intentionally interfered with others' work performance?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	49	23	18	7	3	±2	1.9	±0.1	
Army	100	±1	44	23	20	8	4	±3	2.1	±0.1	
Navy	99	±1	47	24	19	6	3	±3	2.0	±0.1	
Marine Corps	99	±1	48	24	19	7	2	±4	1.9	±0.1	
Air Force	99	±1	60	20	14	4	2	±3	1.7	±0.1	
Enlisted	99	±1	46	24	20	7	3	±2	2.0	±0.1	
E1 – E4	100	±1	44	24	21	8	4	±3	2.0	±0.1	
E5 – E9	99	±1	48	24	18	7	3	±2	1.9	±0.1	
Officers	100	±1	62	20	12	4	2	±3	1.6	±0.1	
O1 – O3	99	±1	60	21	13	4	2	±4	1.7	±0.1	
O4 – O6	99	±1	66	19	10	3	2	±4	1.6	±0.1	
Male	99	±1	50	23	18	6	3	±2	1.9	±0.1	
Female	99	±1	42	21	22	9	6	±3	2.1	±0.1	
Not Deployed Past 12 Months	99	±1	52	22	17	6	3	±2	1.9	±0.1	
Deployed Past 12 Months	100	±1	44	25	20	8	4	±2	2.0	±0.1	
WHITE	99	±1	51	23	17	7	3	±2	1.9	±0.1	
Army	100	±1	45	23	20	8	4	±3	2.0	±0.1	
Navy	99	±1	49	26	16	6	3	±4	1.9	±0.1	
Marine Corps	99	±1	50	23	17	7	2	±5	1.9	±0.2	
Air Force	99	±1	61	21	12	4	2	±3	1.7	±0.1	
Enlisted	99	±1	47	24	18	7	3	±2	1.9	±0.1	
E1 – E4	100	±1	44	25	20	8	3	±4	2.0	±0.1	
E5 – E9	99	±1	50	23	17	6	3	±3	1.9	±0.1	
Officers	99	±1	64	20	10	4	1	±3	1.6	±0.1	
O1 – O3	99	±1	61	22	12	4	1	±5	1.6	±0.1	
O4 – O6	99	±1	67	19	9	3	1	±5	1.5	±0.1	
BLACK	99	±1	49	21	19	6	4	±3	2.0	±0.1	
Army	99	±1	45	23	19	8	5	±5	2.1	±0.2	
Navy	99	±1	51	18	23	5	3	±4	1.9	±0.1	
Marine Corps	100	±1	50	24	19	4	2	±5	1.8	±0.1	
Air Force	99	±1	58	18	16	5	3	±4	1.8	±0.1	
Enlisted	99	±1	49	21	20	7	4	±3	2.0	±0.1	
E1 – E4	99	±1	49	20	21	7	4	±5	2.0	±0.2	
E5 – E9	99	±1	49	21	19	6	4	±3	2.0	±0.1	
Officers	100	±1	56	20	14	6	5	±4	1.8	±0.2	
O1 – O3	99	±1	58	19	14	6	3	±5	1.8	±0.1	
O4 – O6	100	±1	60	20	13	3	4	±7	1.7	±0.1	
HISPANIC	99	±1	45	24	21	7	3	±3	2.0	±0.1	
Army	99	±1	41	24	23	8	4	±5	2.1	±0.1	
Navy	99	±1	40	25	23	9	3	±5	2.1	±0.2	
Marine Corps	100	±1	46	26	19	7	2	±7	1.9	±0.2	
Air Force	100	±1	59	18	17	5	2	±6	1.7	±0.2	
Enlisted	99	±1	44	24	21	8	3	±3	2.0	±0.1	
E1 – E4	99	±1	44	22	24	7	3	±5	2.0	±0.1	
E5 – E9	100	±1	44	26	19	8	3	±4	2.0	±0.1	

Note. Percent responding are active duty members who answered the question.

32a. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	100	±1	60	17	15	5	3	±6	1.7	±0.2	
O1 – O3	100	±1	59	21	13	4	2	±7	1.7	±0.2	
O4 – O6	99	±1	61	15	16	4	4	±9	1.7	±0.3	
AIAN	100	±1	34	22	29	9	6	±10	2.3	±0.2	
Army	100	±1	32	26	21	12	8	±16	2.4	±0.4	
Navy	100	±0	32	19	37	7	5	±15	2.3	±0.3	
Marine Corps	100	±0	NR	15	NR	4	3	±12	2.3	±0.4	
Air Force	100	±0	NR	NR	NR	4	1	±3	1.8	±0.3	
Enlisted	100	±1	33	24	28	10	5	±10	2.3	±0.2	
E1 – E4	100	±0	29	23	29	14	6	±18	2.4	±0.3	
E5 – E9	100	±1	37	26	26	6	5	±11	2.1	±0.2	
Officers	100	±0	NR	11	NR	3	NR	±14	2.2	±0.6	
O1 – O3	100	±0	NR	11	NR	4	NR	±10	NR		
O4 – O6	100	±0	NR	NR	NR	1	2	±3	NR		
ASIAN	99	±1	43	22	26	5	4	±4	2.0	±0.1	
Army	99	±1	39	21	27	7	5	±7	2.2	±0.2	
Navy	99	±2	40	23	29	4	4	±5	2.1	±0.2	
Marine Corps	100	±1	46	27	20	4	3	±13	1.9	±0.3	
Air Force	99	±1	53	20	21	3	2	±7	1.8	±0.2	
Enlisted	99	±1	40	23	28	5	4	±4	2.1	±0.1	
E1 – E4	99	±1	39	23	29	5	4	±7	2.1	±0.2	
E5 – E9	99	±2	40	24	27	6	3	±5	2.1	±0.1	
Officers	99	±1	57	18	17	4	5	±7	1.8	±0.2	
O1 – O3	99	±1	53	18	17	5	6	±10	1.9	±0.3	
O4 – O6	100	±1	64	16	14	4	1	±11	1.6	±0.2	
NHPI	100	±1	41	22	24	9	4	±10	2.1	±0.3	
Army	100	±1	36	22	28	10	4	±16	2.2	±0.4	
Navy	100	±1	36	21	27	10	NR	±17	2.3	±0.4	
Marine Corps	100	±0	42	35	16	4	3	±14	1.9	±0.2	
Air Force	99	±1	62	18	14	6	1	±10	1.7	±0.2	
Enlisted	100	±1	40	21	25	9	4	±10	2.2	±0.3	
Officers	100	±0	NR	NR	8	1	1	±10	1.6	±0.4	
TWO OR MORE RACES	100	±1	41	24	18	9	7	±6	2.2	±0.2	
Army	100	±1	39	22	17	11	11	±14	2.3	±0.4	
Navy	100	±1	37	29	16	12	6	±9	2.2	±0.3	
Marine Corps	100	±1	24	NR	NR	NR	NR	±12	2.6	±0.5	
Air Force	100	±1	57	23	16	3	2	±9	1.7	±0.2	
Enlisted	100	±1	39	25	18	10	7	±7	2.2	±0.2	
E1 – E4	100	±1	32	23	22	12	11	±11	2.5	±0.3	
E5 – E9	100	±1	47	27	14	7	4	±8	1.9	±0.2	
Officers	100	±1	54	19	17	6	4	±12	1.9	±0.3	
O1 – O3	100	±0	47	23	21	8	1	±16	1.9	±0.3	
O4 – O6	99	±1	NR	10	7	1	NR	±7	1.7	±0.7	
COAST GUARD	100	±1	50	25	18	5	2	±3	1.8	±0.1	
White	100	±1	51	24	18	5	1	±4	1.8	±0.1	
Black	99	±1	56	23	15	3	3	±4	1.8	±0.1	
Hispanic	99	±1	47	25	20	6	2	±5	1.9	±0.1	
Other Race/Ethnicity	100	±1	46	27	20	5	2	±7	1.9	±0.2	
Enlisted	100	±1	48	25	20	6	2	±4	1.9	±0.1	
Officers	100	±1	59	24	11	3	2	±4	1.6	±0.1	
Male	100	±1	52	24	18	5	1	±3	1.8	±0.1	
Female	100	±1	42	27	19	8	4	±3	2.1	±0.1	
Not Deployed Past 12 Months	100	±1	53	24	17	5	1	±3	1.8	±0.1	
Deployed Past 12 Months	99	±2	42	27	21	7	3	±6	2.0	±0.2	

NR: Not reportable

**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**b. Did not provide information or assistance when needed?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	34	26	22	12	6	±2	2.3	±0.1	
Army	99	±1	29	25	23	15	8	±2	2.5	±0.1	
Navy	99	±1	35	26	23	11	5	±3	2.3	±0.1	
Marine Corps	100	±1	36	30	19	10	5	±4	2.2	±0.1	
Air Force	99	±1	43	26	19	8	4	±3	2.0	±0.1	
Enlisted	99	±1	33	25	23	12	7	±2	2.3	±0.1	
E1 – E4	99	±1	31	24	24	14	8	±3	2.4	±0.1	
E5 – E9	99	±1	35	26	22	11	6	±2	2.3	±0.1	
Officers	99	±1	41	30	18	8	3	±3	2.0	±0.1	
O1 – O3	99	±1	37	32	18	10	3	±4	2.1	±0.1	
O4 – O6	99	±1	47	30	16	5	2	±4	1.8	±0.1	
Male	99	±1	35	26	21	11	5	±2	2.2	±0.1	
Female	99	±1	28	24	25	14	10	±3	2.5	±0.1	
Not Deployed Past 12 Months	99	±1	37	26	21	11	6	±2	2.2	±0.1	
Deployed Past 12 Months	99	±1	30	26	23	13	7	±2	2.4	±0.1	
<b>WHITE</b>	99	±1	34	28	21	12	6	±2	2.3	±0.1	
Army	100	±1	28	27	22	16	7	±3	2.5	±0.1	
Navy	100	±1	34	28	22	11	5	±4	2.3	±0.1	
Marine Corps	100	±1	35	32	17	10	6	±5	2.2	±0.2	
Air Force	99	±1	44	26	19	8	3	±3	2.0	±0.1	
Enlisted	100	±1	32	27	21	13	7	±2	2.4	±0.1	
E1 – E4	100	±1	30	26	22	15	7	±3	2.4	±0.1	
E5 – E9	99	±1	35	27	21	11	6	±3	2.3	±0.1	
Officers	99	±1	42	31	17	8	2	±4	2.0	±0.1	
O1 – O3	99	±1	37	33	17	10	2	±5	2.1	±0.1	
O4 – O6	99	±1	49	30	15	5	1	±5	1.8	±0.1	
<b>BLACK</b>	99	±1	37	23	22	11	7	±3	2.3	±0.1	
Army	99	±1	32	23	22	13	10	±5	2.4	±0.2	
Navy	99	±1	40	21	23	10	6	±4	2.2	±0.1	
Marine Corps	99	±1	41	24	22	8	5	±5	2.1	±0.2	
Air Force	99	±1	43	24	19	9	5	±4	2.1	±0.1	
Enlisted	99	±1	37	23	22	11	8	±3	2.3	±0.1	
E1 – E4	99	±1	36	20	24	11	9	±5	2.4	±0.2	
E5 – E9	99	±1	38	24	21	11	7	±3	2.2	±0.1	
Officers	99	±1	40	25	20	9	6	±4	2.1	±0.1	
O1 – O3	100	±1	41	23	21	9	5	±5	2.1	±0.2	
O4 – O6	99	±1	43	28	19	6	5	±6	2.0	±0.1	
<b>HISPANIC</b>	99	±1	34	25	24	11	6	±3	2.3	±0.1	
Army	100	±1	29	23	27	13	8	±4	2.5	±0.2	
Navy	99	±1	32	24	27	10	6	±5	2.3	±0.2	
Marine Corps	99	±1	38	28	20	11	3	±7	2.1	±0.2	
Air Force	100	±1	41	26	21	8	5	±6	2.1	±0.2	
Enlisted	99	±1	34	24	25	11	6	±3	2.3	±0.1	
E1 – E4	99	±1	33	21	26	12	8	±5	2.4	±0.2	
E5 – E9	99	±1	34	27	23	11	5	±3	2.3	±0.1	

Note. Percent responding are active duty members who answered the question.

32b. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	99	±1	38	32	18	8	4	±6	2.1	±0.2	
O1 – O3	99	±1	40	31	18	7	3	±8	2.0	±0.2	
O4 – O6	99	±1	40	33	20	6	2	±8	2.0	±0.2	
AIAN	99	±1	23	22	31	14	10	±10	2.7	±0.3	
Army	99	±1	18	18	36	9	18	±16	2.9	±0.4	
Navy	99	±2	24	26	35	10	5	±13	2.5	±0.2	
Marine Corps	99	±1	26	17	NR	NR	3	±18	2.6	±0.7	
Air Force	98	±2	33	NR	14	NR	2	±16	2.2	±0.4	
Enlisted	99	±1	23	21	30	15	11	±11	2.7	±0.3	
E1 – E4	99	±1	21	17	29	NR	NR	±15	2.9	±0.4	
E5 – E9	99	±1	25	25	31	13	6	±11	2.5	±0.2	
Officers	100	±0	NR	NR	NR	4	NR	±4	2.5	±0.5	
O1 – O3	100	±0	NR	NR	10	6	NR	±11	NR		
O4 – O6	100	±0	11	NR	NR	2	2	±14	2.6	±0.4	
ASIAN	99	±1	36	23	28	8	5	±4	2.2	±0.1	
Army	99	±1	29	21	30	13	7	±7	2.5	±0.2	
Navy	100	±1	35	24	29	7	5	±5	2.2	±0.2	
Marine Corps	100	±1	41	20	28	7	3	±14	2.1	±0.3	
Air Force	99	±1	43	25	24	6	2	±6	2.0	±0.2	
Enlisted	99	±1	33	23	30	9	5	±4	2.3	±0.1	
E1 – E4	99	±1	33	20	33	9	5	±7	2.3	±0.2	
E5 – E9	99	±1	34	24	29	8	6	±5	2.3	±0.2	
Officers	99	±1	47	24	17	7	4	±7	2.0	±0.2	
O1 – O3	99	±1	47	23	16	8	5	±10	2.0	±0.3	
O4 – O6	100	±1	50	24	19	5	2	±11	1.9	±0.2	
NHPI	98	±4	34	23	28	13	3	±10	2.3	±0.2	
Army	100	±0	30	22	31	15	2	±16	2.4	±0.4	
Navy	98	±3	29	22	27	15	NR	±17	2.5	±0.4	
Marine Corps	98	±2	49	25	20	5	2	±13	1.9	±0.3	
Air Force	89	±19	46	26	17	9	2	±5	2.0	±0.1	
Enlisted	98	±4	33	22	29	14	3	±10	2.3	±0.2	
Officers	100	±0	NR	NR	10	2	2	±12	1.8	±0.4	
TWO OR MORE RACES	100	±1	26	26	24	16	8	±6	2.6	±0.2	
Army	100	±1	21	19	26	21	13	±14	2.9	±0.4	
Navy	99	±1	27	30	22	13	8	±9	2.4	±0.3	
Marine Corps	100	±0	13	NR	NR	NR	NR	±7	2.7	±0.4	
Air Force	100	±1	36	26	23	12	2	±10	2.2	±0.2	
Enlisted	100	±1	26	25	24	18	8	±7	2.6	±0.2	
E1 – E4	100	±1	22	22	27	18	11	±11	2.7	±0.3	
E5 – E9	100	±1	30	29	19	17	4	±8	2.4	±0.2	
Officers	100	±1	25	29	28	8	10	±14	2.5	±0.4	
O1 – O3	100	±1	19	31	35	10	NR	±16	2.5	±0.3	
O4 – O6	100	±0	NR	NR	10	4	NR	±7	2.0	±0.7	
COAST GUARD	99	±1	36	29	24	8	4	±3	2.1	±0.1	
White	100	±1	35	29	24	8	4	±4	2.1	±0.1	
Black	99	±1	39	26	22	8	5	±4	2.1	±0.1	
Hispanic	99	±1	35	28	26	7	4	±5	2.2	±0.1	
Other Race/Ethnicity	99	±1	38	23	25	11	4	±7	2.2	±0.2	
Enlisted	99	±1	35	28	25	9	4	±4	2.2	±0.1	
Officers	100	±1	39	32	22	5	3	±4	2.0	±0.1	
Male	100	±1	37	29	23	7	3	±3	2.1	±0.1	
Female	99	±1	28	27	28	11	6	±3	2.4	±0.1	
Not Deployed Past 12 Months	99	±1	38	29	23	8	3	±3	2.1	±0.1	
Deployed Past 12 Months	99	±1	30	25	29	9	6	±6	2.3	±0.2	

NR: Not reportable



**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**c. Were excessively harsh in their criticism of work performance?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	41	24	20	9	6	±2	2.2	±0.1	
Army	99	±1	38	23	20	11	8	±3	2.3	±0.1	
Navy	99	±1	38	25	22	9	6	±3	2.2	±0.1	
Marine Corps	99	±1	41	25	21	8	5	±4	2.1	±0.1	
Air Force	99	±1	50	24	16	6	4	±3	1.9	±0.1	
Enlisted	99	±1	39	24	21	10	7	±2	2.2	±0.1	
E1 – E4	99	±1	36	23	22	11	9	±3	2.3	±0.1	
E5 – E9	99	±1	41	25	20	9	5	±2	2.1	±0.1	
Officers	100	±1	51	27	14	6	3	±3	1.8	±0.1	
O1 – O3	100	±1	48	28	14	7	4	±4	1.9	±0.1	
O4 – O6	100	±1	56	24	14	4	2	±4	1.7	±0.1	
Male	99	±1	41	24	20	9	6	±2	2.1	±0.1	
Female	99	±1	38	23	21	9	9	±3	2.3	±0.1	
Not Deployed Past 12 Months	99	±1	44	24	18	8	6	±2	2.1	±0.1	
Deployed Past 12 Months	100	±1	36	24	22	11	7	±2	2.3	±0.1	
<b>WHITE</b>	99	±1	41	25	19	9	6	±2	2.1	±0.1	
Army	100	±1	37	23	20	12	7	±3	2.3	±0.1	
Navy	100	±1	37	27	21	9	5	±4	2.2	±0.1	
Marine Corps	99	±1	43	23	22	8	5	±5	2.1	±0.2	
Air Force	99	±1	49	26	15	6	4	±3	1.9	±0.1	
Enlisted	99	±1	38	24	21	10	6	±2	2.2	±0.1	
E1 – E4	100	±1	36	24	22	11	8	±4	2.3	±0.1	
E5 – E9	99	±1	41	25	20	10	5	±3	2.1	±0.1	
Officers	100	±1	51	27	14	6	3	±4	1.8	±0.1	
O1 – O3	100	±1	48	28	14	7	3	±5	1.9	±0.1	
O4 – O6	100	±1	55	24	14	4	2	±5	1.7	±0.1	
<b>BLACK</b>	98	±1	44	22	20	8	6	±3	2.1	±0.1	
Army	98	±2	42	22	20	8	8	±5	2.2	±0.2	
Navy	98	±2	40	23	22	9	5	±4	2.2	±0.1	
Marine Corps	99	±1	46	22	20	8	4	±5	2.0	±0.1	
Air Force	99	±1	53	20	17	6	4	±4	1.9	±0.1	
Enlisted	98	±1	44	21	21	8	6	±3	2.1	±0.1	
E1 – E4	98	±2	44	18	20	9	9	±5	2.2	±0.2	
E5 – E9	99	±1	43	23	21	8	4	±3	2.1	±0.1	
Officers	99	±1	50	24	14	7	5	±4	1.9	±0.2	
O1 – O3	100	±1	48	25	15	7	4	±5	1.9	±0.2	
O4 – O6	99	±1	54	22	14	5	4	±5	1.8	±0.2	
<b>HISPANIC</b>	100	±1	40	26	19	8	7	±3	2.2	±0.1	
Army	100	±1	38	24	20	10	8	±5	2.3	±0.2	
Navy	100	±1	38	25	23	8	7	±5	2.2	±0.2	
Marine Corps	100	±1	39	32	17	8	4	±7	2.1	±0.2	
Air Force	100	±1	49	23	17	5	6	±6	2.0	±0.2	
Enlisted	100	±1	39	25	20	8	7	±3	2.2	±0.1	
E1 – E4	100	±1	36	24	22	9	9	±5	2.3	±0.2	
E5 – E9	100	±1	42	26	19	8	6	±4	2.1	±0.1	

Note. Percent responding are active duty members who answered the question.

32c. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	99	±1	51	28	11	5	4	±6	1.8	±0.2	
O1 – O3	99	±1	52	26	13	6	4	±8	1.8	±0.2	
O4 – O6	99	±1	56	23	10	8	3	±7	1.8	±0.2	
AIAN	99	±2	31	25	20	14	11	±10	2.5	±0.3	
Army	100	±1	34	20	17	10	18	±16	2.6	±0.5	
Navy	100	±0	32	28	23	12	6	±16	2.3	±0.3	
Marine Corps	97	±7	24	NR	13	NR	5	±15	2.6	±0.7	
Air Force	100	±1	29	NR	NR	7	2	±12	2.2	±0.3	
Enlisted	100	±1	30	26	18	15	11	±11	2.5	±0.3	
E1 – E4	100	±1	33	18	12	NR	16	±17	2.7	±0.5	
E5 – E9	100	±1	26	34	24	10	6	±11	2.4	±0.2	
Officers	96	±9	NR	NR	NR	2	NR	±3	2.2	±0.6	
O1 – O3	100	±0	NR	NR	5	3	NR	±6	NR		
O4 – O6	92	±16	NR	5	NR	1	2	±9	NR		
ASIAN	99	±1	41	23	23	7	6	±4	2.1	±0.1	
Army	99	±2	36	20	22	11	11	±8	2.4	±0.2	
Navy	99	±1	41	24	26	5	4	±5	2.1	±0.2	
Marine Corps	99	±1	37	34	18	6	4	±15	2.0	±0.2	
Air Force	99	±1	49	22	20	7	3	±6	1.9	±0.2	
Enlisted	99	±1	38	23	25	7	6	±4	2.2	±0.1	
E1 – E4	99	±1	37	22	25	9	6	±8	2.3	±0.2	
E5 – E9	99	±1	40	24	25	6	5	±5	2.1	±0.2	
Officers	99	±1	52	24	12	6	6	±7	1.9	±0.2	
O1 – O3	99	±1	47	25	12	8	7	±11	2.0	±0.3	
O4 – O6	100	±1	64	19	11	2	2	±9	1.6	±0.2	
NHPI	98	±3	37	22	26	10	6	±10	2.3	±0.3	
Army	97	±4	31	22	31	10	6	±16	2.4	±0.4	
Navy	100	±1	34	19	23	13	10	±18	2.5	±0.4	
Marine Corps	99	±1	43	33	16	7	2	±14	1.9	±0.3	
Air Force	100	±1	57	19	15	5	3	±11	1.8	±0.2	
Enlisted	98	±3	35	22	27	10	6	±10	2.3	±0.3	
Officers	99	±1	NR	NR	7	3	0	±9	1.4	±0.4	
TWO OR MORE RACES	100	±1	33	24	21	12	10	±6	2.4	±0.2	
Army	100	±0	29	22	16	15	18	±15	2.7	±0.4	
Navy	99	±1	31	24	24	12	9	±10	2.4	±0.3	
Marine Corps	100	±1	16	27	NR	6	4	±18	2.5	±0.3	
Air Force	100	±1	50	24	14	8	4	±11	1.9	±0.3	
Enlisted	100	±1	32	22	23	12	11	±7	2.5	±0.2	
E1 – E4	100	±1	26	18	26	14	16	±12	2.8	±0.3	
E5 – E9	100	±1	39	27	19	8	6	±8	2.2	±0.2	
Officers	100	±1	42	32	11	11	4	±13	2.0	±0.3	
O1 – O3	100	±0	41	38	13	6	2	±16	1.9	±0.3	
O4 – O6	100	±1	NR	19	6	NR	NR	±11	2.1	±0.8	
COAST GUARD	99	±1	43	28	18	7	3	±3	2.0	±0.1	
White	100	±1	43	30	17	8	3	±4	2.0	±0.1	
Black	99	±1	47	26	18	5	4	±4	1.9	±0.1	
Hispanic	99	±1	43	24	21	7	5	±5	2.1	±0.1	
Other Race/Ethnicity	99	±1	41	25	20	10	4	±7	2.1	±0.2	
Enlisted	99	±1	41	28	19	8	4	±4	2.1	±0.1	
Officers	99	±1	50	30	14	4	1	±4	1.8	±0.1	
Male	99	±1	44	29	18	7	3	±3	2.0	±0.1	
Female	100	±1	38	27	19	9	7	±3	2.2	±0.1	
Not Deployed Past 12 Months	99	±1	45	29	17	6	3	±3	1.9	±0.1	
Deployed Past 12 Months	99	±2	34	28	23	11	5	±6	2.2	±0.2	

NR: Not reportable

**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**d. Took credit for work or ideas that were not theirs?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	47	21	16	9	7	±2	2.1	±0.1	
Army	100	±1	43	20	16	10	10	±3	2.2	±0.1	
Navy	100	±1	47	21	17	10	6	±3	2.1	±0.1	
Marine Corps	100	±1	49	22	14	9	7	±4	2.0	±0.1	
Air Force	100	±1	53	20	14	7	5	±3	1.9	±0.1	
Enlisted	100	±1	45	20	16	10	8	±2	2.2	±0.1	
E1 – E4	100	±1	45	21	15	10	10	±3	2.2	±0.1	
E5 – E9	100	±1	46	20	17	10	7	±2	2.1	±0.1	
Officers	99	±1	57	22	12	6	4	±3	1.8	±0.1	
O1 – O3	99	±1	54	22	13	7	4	±4	1.8	±0.1	
O4 – O6	100	±1	62	19	11	5	3	±4	1.7	±0.1	
Male	100	±1	48	21	15	9	7	±2	2.1	±0.1	
Female	99	±1	41	21	18	11	10	±3	2.3	±0.1	
Not Deployed Past 12 Months	100	±1	51	20	14	8	6	±2	2.0	±0.1	
Deployed Past 12 Months	100	±1	41	21	18	11	9	±2	2.3	±0.1	
<b>WHITE</b>	100	±1	46	22	15	10	7	±2	2.1	±0.1	
Army	100	±1	42	22	15	11	10	±3	2.3	±0.1	
Navy	100	±1	47	21	17	10	5	±4	2.1	±0.1	
Marine Corps	100	±1	46	23	13	10	7	±6	2.1	±0.2	
Air Force	100	±1	52	21	14	8	5	±3	1.9	±0.1	
Enlisted	100	±1	44	22	16	11	8	±2	2.2	±0.1	
E1 – E4	100	±1	43	22	14	11	10	±4	2.2	±0.1	
E5 – E9	100	±1	44	22	17	10	7	±3	2.1	±0.1	
Officers	99	±1	58	21	12	6	3	±4	1.8	±0.1	
O1 – O3	99	±1	54	22	12	7	4	±5	1.9	±0.2	
O4 – O6	100	±1	64	19	10	4	2	±5	1.6	±0.1	
<b>BLACK</b>	100	±1	51	17	16	8	8	±3	2.1	±0.1	
Army	100	±1	47	16	16	9	11	±5	2.2	±0.2	
Navy	99	±1	49	18	18	9	5	±4	2.0	±0.1	
Marine Corps	100	±1	56	16	14	7	7	±5	1.9	±0.2	
Air Force	100	±1	58	17	14	6	5	±4	1.8	±0.1	
Enlisted	100	±1	50	16	16	9	8	±3	2.1	±0.1	
E1 – E4	100	±1	49	18	16	7	10	±5	2.1	±0.2	
E5 – E9	100	±1	51	16	17	9	7	±3	2.1	±0.1	
Officers	99	±1	54	21	14	7	5	±4	1.9	±0.2	
O1 – O3	99	±1	55	20	14	8	3	±5	1.9	±0.2	
O4 – O6	99	±1	54	23	14	6	3	±7	1.8	±0.1	
<b>HISPANIC</b>	100	±1	49	20	16	8	7	±3	2.0	±0.1	
Army	100	±1	45	19	16	11	9	±5	2.2	±0.2	
Navy	99	±1	46	20	19	9	7	±5	2.1	±0.2	
Marine Corps	99	±1	53	21	17	5	4	±7	1.9	±0.2	
Air Force	100	±1	57	18	15	5	6	±6	1.8	±0.2	
Enlisted	100	±1	48	19	17	8	7	±3	2.1	±0.1	
E1 – E4	100	±1	49	18	17	9	7	±5	2.1	±0.2	
E5 – E9	100	±1	48	20	16	8	7	±4	2.1	±0.1	

Note. Percent responding are active duty members who answered the question.

32d. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	100	±1	54	25	13	4	4	±6	1.8	±0.2	
O1 – O3	99	±1	58	19	15	5	3	±7	1.7	±0.2	
O4 – O6	100	±1	58	21	12	4	5	±9	1.8	±0.2	
AIAN	100	±1	42	18	17	15	9	±10	2.3	±0.3	
Army	100	±1	40	12	18	NR	11	±13	2.5	±0.4	
Navy	100	±0	40	19	17	17	7	±13	2.3	±0.3	
Marine Corps	100	±1	NR	NR	15	6	5	±12	1.9	±0.5	
Air Force	99	±1	39	NR	NR	6	NR	±17	2.3	±0.6	
Enlisted	100	±1	41	19	17	13	10	±9	2.3	±0.3	
E1 – E4	100	±1	48	17	12	14	9	±17	2.2	±0.5	
E5 – E9	100	±1	33	22	23	12	11	±11	2.5	±0.3	
Officers	100	±1	NR	7	NR	NR	3	±6	NR		
O1 – O3	100	±1	NR	9	NR	4	3	±9	NR		
O4 – O6	100	±1	NR	5	NR	NR	2	±8	NR		
ASIAN	99	±1	50	19	19	7	5	±4	2.0	±0.1	
Army	99	±2	44	19	20	9	8	±8	2.2	±0.2	
Navy	100	±1	48	20	20	7	5	±5	2.0	±0.2	
Marine Corps	99	±1	58	17	15	6	4	±11	1.8	±0.2	
Air Force	99	±1	58	16	17	6	3	±7	1.8	±0.2	
Enlisted	99	±1	48	18	20	8	6	±4	2.0	±0.1	
E1 – E4	99	±1	49	19	18	7	8	±7	2.0	±0.2	
E5 – E9	99	±1	47	18	21	8	5	±5	2.0	±0.2	
Officers	99	±1	61	19	14	4	2	±7	1.7	±0.2	
O1 – O3	99	±1	59	20	15	4	2	±9	1.7	±0.2	
O4 – O6	99	±1	68	16	11	3	2	±8	1.5	±0.2	
NHPI	100	±1	47	13	19	13	8	±10	2.2	±0.3	
Army	100	±0	43	11	21	16	9	±17	2.4	±0.5	
Navy	100	±0	40	16	24	8	13	±18	2.4	±0.4	
Marine Corps	100	±0	62	16	9	8	4	±11	1.8	±0.3	
Air Force	100	±1	61	16	11	8	4	±10	1.8	±0.2	
Enlisted	100	±1	45	13	19	13	9	±11	2.3	±0.3	
Officers	100	±0	NR	NR	5	3	1	±8	1.4	±0.3	
TWO OR MORE RACES	100	±1	38	24	18	7	14	±6	2.3	±0.2	
Army	100	±0	32	25	20	4	19	±13	2.5	±0.4	
Navy	98	±3	36	26	16	8	14	±10	2.4	±0.3	
Marine Corps	100	±1	NR	12	NR	3	NR	±9	2.5	±0.7	
Air Force	100	±1	46	26	13	10	4	±10	2.0	±0.2	
Enlisted	99	±1	36	23	19	7	15	±7	2.4	±0.2	
E1 – E4	100	±1	33	25	19	5	18	±11	2.5	±0.3	
E5 – E9	99	±2	40	21	18	9	11	±8	2.3	±0.3	
Officers	100	±1	50	27	10	4	9	±14	2.0	±0.3	
O1 – O3	100	±1	47	29	12	5	8	±17	2.0	±0.4	
O4 – O6	100	±0	NR	NR	7	5	NR	±5	2.1	±0.6	
COAST GUARD	100	±1	48	23	17	8	4	±3	2.0	±0.1	
White	100	±1	47	23	17	8	4	±4	2.0	±0.1	
Black	100	±1	55	20	14	6	4	±4	1.8	±0.1	
Hispanic	99	±1	49	22	18	7	4	±5	2.0	±0.1	
Other Race/Ethnicity	99	±1	45	24	20	6	5	±7	2.0	±0.2	
Enlisted	100	±1	47	22	18	8	5	±4	2.0	±0.1	
Officers	100	±1	53	26	14	5	2	±4	1.8	±0.1	
Male	100	±1	49	23	17	7	4	±3	1.9	±0.1	
Female	99	±1	40	24	19	10	7	±3	2.2	±0.1	
Not Deployed Past 12 Months	100	±1	50	23	16	7	4	±3	1.9	±0.1	
Deployed Past 12 Months	100	±1	39	23	23	9	6	±6	2.2	±0.2	

NR: Not reportable

**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**e. Spread rumors or gossiped about you or others?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	44	20	17	10	9	±2	2.2	±0.1	
Army	100	±1	41	19	17	12	11	±3	2.3	±0.1	
Navy	100	±1	43	19	18	10	9	±3	2.2	±0.1	
Marine Corps	99	±1	48	20	16	8	8	±4	2.1	±0.1	
Air Force	99	±1	48	21	15	9	7	±3	2.1	±0.1	
Enlisted	99	±1	43	19	17	11	10	±2	2.3	±0.1	
E1 – E4	100	±1	41	18	17	12	13	±3	2.4	±0.1	
E5 – E9	99	±1	45	20	17	10	8	±2	2.1	±0.1	
Officers	100	±1	48	25	15	7	4	±3	1.9	±0.1	
O1 – O3	100	±1	42	26	17	9	6	±4	2.1	±0.1	
O4 – O6	100	±1	56	25	13	4	3	±4	1.7	±0.1	
Male	99	±1	46	20	16	9	8	±2	2.1	±0.1	
Female	99	±1	33	19	18	13	16	±3	2.6	±0.1	
Not Deployed Past 12 Months	99	±1	46	20	16	9	9	±2	2.1	±0.1	
Deployed Past 12 Months	100	±1	41	20	18	11	10	±2	2.3	±0.1	
<b>WHITE</b>	100	±1	44	21	17	10	9	±2	2.2	±0.1	
Army	100	±1	41	20	17	12	10	±3	2.3	±0.1	
Navy	100	±1	41	21	19	10	8	±4	2.2	±0.1	
Marine Corps	99	±1	47	21	16	8	8	±5	2.1	±0.2	
Air Force	100	±1	48	21	16	9	7	±3	2.1	±0.1	
Enlisted	100	±1	43	19	17	11	10	±2	2.3	±0.1	
E1 – E4	100	±1	41	18	17	12	12	±4	2.4	±0.1	
E5 – E9	100	±1	45	20	18	10	7	±3	2.2	±0.1	
Officers	100	±1	48	26	16	7	4	±4	1.9	±0.1	
O1 – O3	100	±1	41	26	18	9	6	±5	2.1	±0.2	
O4 – O6	100	±1	56	27	12	4	2	±5	1.7	±0.1	
<b>BLACK</b>	99	±1	46	17	17	10	10	±3	2.2	±0.1	
Army	99	±1	43	17	18	10	12	±5	2.3	±0.2	
Navy	99	±1	48	14	17	13	8	±4	2.2	±0.2	
Marine Corps	99	±1	56	15	15	6	8	±5	2.0	±0.2	
Air Force	99	±1	48	20	15	8	9	±4	2.1	±0.2	
Enlisted	99	±1	46	17	17	10	10	±3	2.2	±0.1	
E1 – E4	99	±1	44	13	16	12	14	±5	2.4	±0.2	
E5 – E9	99	±1	46	19	17	9	8	±3	2.1	±0.1	
Officers	100	±1	52	20	15	7	7	±4	2.0	±0.2	
O1 – O3	100	±0	51	20	15	8	7	±5	2.0	±0.2	
O4 – O6	99	±1	58	20	13	5	4	±5	1.8	±0.2	
<b>HISPANIC</b>	99	±1	46	19	15	8	10	±3	2.2	±0.1	
Army	99	±1	43	17	16	11	13	±5	2.3	±0.2	
Navy	100	±1	45	20	17	7	11	±5	2.2	±0.2	
Marine Corps	100	±1	53	18	16	6	6	±7	1.9	±0.2	
Air Force	99	±2	48	23	11	8	9	±6	2.1	±0.2	
Enlisted	99	±1	46	19	15	9	11	±3	2.2	±0.1	
E1 – E4	100	±1	45	18	16	8	13	±5	2.3	±0.2	
E5 – E9	99	±1	47	20	15	9	9	±4	2.1	±0.1	

Note. Percent responding are active duty members who answered the question.

32e. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	100	±1	50	23	15	6	6	±6	1.9	±0.2	
O1 – O3	100	±1	50	22	16	9	4	±8	2.0	±0.2	
O4 – O6	99	±1	51	20	19	4	6	±8	1.9	±0.2	
AIAN	100	±1	35	23	15	14	14	±10	2.5	±0.3	
Army	100	±1	32	16	20	13	19	±16	2.7	±0.4	
Navy	99	±1	34	16	9	26	14	±15	2.7	±0.4	
Marine Corps	100	±1	NR	NR	13	6	8	±12	2.1	±0.3	
Air Force	100	±1	NR	NR	13	6	5	±6	2.0	±0.3	
Enlisted	100	±1	34	24	12	14	16	±11	2.5	±0.3	
E1 – E4	100	±1	31	NR	12	16	21	±16	2.7	±0.5	
E5 – E9	100	±1	37	28	12	12	11	±12	2.3	±0.3	
Officers	100	±1	NR	NR	NR	NR	3	±3	2.3	±0.6	
O1 – O3	100	±1	NR	NR	7	NR	5	±8	NR		
O4 – O6	100	±0	NR	5	NR	2	2	±8	NR		
ASIAN	99	±1	45	22	17	8	8	±4	2.1	±0.1	
Army	99	±1	38	22	15	11	13	±9	2.4	±0.2	
Navy	100	±1	47	23	19	6	6	±5	2.0	±0.2	
Marine Corps	99	±1	45	28	13	9	6	±17	2.0	±0.2	
Air Force	99	±1	50	19	19	8	4	±7	2.0	±0.2	
Enlisted	99	±1	44	22	18	9	8	±4	2.2	±0.1	
E1 – E4	99	±1	41	22	17	10	10	±7	2.3	±0.2	
E5 – E9	100	±1	46	21	19	8	7	±5	2.1	±0.2	
Officers	99	±1	51	25	15	4	5	±7	1.9	±0.2	
O1 – O3	99	±1	45	27	17	5	6	±10	2.0	±0.3	
O4 – O6	99	±1	64	20	9	3	3	±10	1.6	±0.2	
NHPI	96	±5	45	15	17	13	10	±10	2.3	±0.3	
Army	97	±6	44	14	18	15	9	±17	2.3	±0.5	
Navy	100	±0	42	11	NR	12	16	±14	2.5	±0.4	
Marine Corps	99	±1	49	26	9	6	11	±15	2.0	±0.3	
Air Force	89	±19	50	18	15	8	9	±5	2.1	±0.2	
Enlisted	96	±5	45	14	17	13	11	±11	2.3	±0.3	
Officers	100	±0	NR	NR	5	2	4	±7	1.7	±0.4	
TWO OR MORE RACES	100	±1	39	18	19	11	14	±6	2.4	±0.2	
Army	100	±0	38	17	16	13	16	±12	2.5	±0.4	
Navy	100	±1	40	18	14	12	16	±10	2.5	±0.3	
Marine Corps	100	±1	NR	15	NR	5	12	±16	2.4	±0.5	
Air Force	99	±2	39	20	22	9	9	±10	2.3	±0.3	
Enlisted	100	±1	39	17	20	11	14	±7	2.5	±0.2	
E1 – E4	99	±1	35	14	22	11	18	±11	2.6	±0.4	
E5 – E9	100	±1	43	20	17	10	10	±8	2.2	±0.3	
Officers	100	±1	39	26	13	13	10	±12	2.3	±0.4	
O1 – O3	100	±1	30	30	15	16	10	±16	2.5	±0.4	
O4 – O6	100	±0	NR	NR	9	4	NR	±7	2.0	±0.7	
COAST GUARD	100	±1	45	21	18	10	6	±3	2.1	±0.1	
White	100	±1	45	21	18	10	6	±4	2.1	±0.1	
Black	99	±1	50	20	15	7	7	±4	2.0	±0.1	
Hispanic	99	±1	48	20	18	7	7	±5	2.1	±0.1	
Other Race/Ethnicity	100	±1	42	22	21	7	8	±6	2.2	±0.2	
Enlisted	100	±1	44	20	18	11	7	±4	2.2	±0.1	
Officers	100	±1	50	26	15	5	4	±4	1.9	±0.1	
Male	100	±1	47	21	17	9	5	±3	2.1	±0.1	
Female	99	±1	34	20	21	12	13	±3	2.5	±0.1	
Not Deployed Past 12 Months	100	±1	47	21	17	10	5	±3	2.0	±0.1	
Deployed Past 12 Months	99	±2	38	22	22	9	10	±6	2.3	±0.2	

NR: Not reportable

**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**f. Used insults, sarcasm, or gestures to humiliate you or others?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	100	±1	47	19	17	9	9	±2	2.1	±0.1	
Army	100	±1	42	19	17	11	11	±2	2.3	±0.1	
Navy	100	±1	44	20	18	9	8	±3	2.2	±0.1	
Marine Corps	100	±1	46	17	20	9	8	±4	2.2	±0.1	
Air Force	100	±1	57	18	13	6	6	±3	1.9	±0.1	
Enlisted	100	±1	44	19	18	10	10	±2	2.2	±0.1	
E1 – E4	100	±1	38	19	20	11	13	±3	2.4	±0.1	
E5 – E9	100	±1	49	19	17	8	7	±2	2.1	±0.1	
Officers	100	±1	60	19	12	6	3	±3	1.7	±0.1	
O1 – O3	100	±1	55	20	14	8	3	±4	1.9	±0.1	
O4 – O6	100	±1	68	17	10	3	3	±4	1.6	±0.1	
Male	100	±1	47	19	17	9	8	±2	2.1	±0.1	
Female	99	±1	42	18	18	9	13	±3	2.3	±0.1	
Not Deployed Past 12 Months	100	±1	50	19	16	8	8	±2	2.0	±0.1	
Deployed Past 12 Months	100	±1	41	19	19	11	10	±2	2.3	±0.1	
WHITE	100	±1	46	19	17	9	8	±2	2.1	±0.1	
Army	100	±1	41	20	18	11	11	±3	2.3	±0.1	
Navy	100	±1	43	21	18	10	7	±4	2.2	±0.1	
Marine Corps	100	±1	46	15	21	9	9	±5	2.2	±0.2	
Air Force	100	±1	57	19	13	6	5	±3	1.8	±0.1	
Enlisted	100	±1	43	19	19	10	10	±2	2.3	±0.1	
E1 – E4	100	±1	37	19	20	11	13	±4	2.4	±0.1	
E5 – E9	100	±1	48	19	17	9	7	±3	2.1	±0.1	
Officers	100	±1	60	19	12	6	2	±4	1.7	±0.1	
O1 – O3	100	±1	54	20	14	9	3	±5	1.9	±0.2	
O4 – O6	100	±1	68	17	9	3	2	±5	1.5	±0.1	
BLACK	99	±1	50	17	17	8	8	±3	2.1	±0.1	
Army	99	±1	47	17	18	10	9	±5	2.2	±0.2	
Navy	98	±2	48	18	17	9	8	±4	2.1	±0.2	
Marine Corps	100	±1	52	18	18	6	6	±5	2.0	±0.2	
Air Force	99	±1	57	17	14	5	7	±4	1.9	±0.1	
Enlisted	99	±1	49	17	17	9	8	±3	2.1	±0.1	
E1 – E4	99	±2	43	18	19	9	11	±5	2.3	±0.2	
E5 – E9	99	±1	52	17	16	8	6	±3	2.0	±0.1	
Officers	100	±1	59	17	13	5	5	±4	1.8	±0.2	
O1 – O3	100	±0	57	15	16	6	5	±5	1.9	±0.2	
O4 – O6	100	±1	65	15	13	4	3	±5	1.6	±0.1	
HISPANIC	100	±1	46	21	16	8	9	±3	2.1	±0.1	
Army	100	±1	41	22	17	9	12	±5	2.3	±0.2	
Navy	100	±1	46	21	17	6	10	±5	2.1	±0.2	
Marine Corps	99	±1	47	22	17	8	6	±7	2.0	±0.2	
Air Force	100	±1	57	18	12	6	8	±6	1.9	±0.2	
Enlisted	100	±1	45	21	17	8	10	±3	2.2	±0.1	
E1 – E4	99	±1	39	21	18	10	11	±5	2.3	±0.2	
E5 – E9	100	±1	49	21	15	6	9	±4	2.0	±0.1	

Note. Percent responding are active duty members who answered the question.

32f. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	100	±1	61	22	9	4	5	±6	1.7	±0.2	
O1 – O3	100	±1	61	20	12	4	3	±7	1.7	±0.2	
O4 – O6	100	±1	67	17	8	2	6	±8	1.6	±0.2	
AIAN	100	±1	38	18	14	17	13	±11	2.5	±0.3	
Army	100	±1	40	15	12	16	17	±16	2.6	±0.5	
Navy	100	±1	36	14	20	17	13	±15	2.6	±0.4	
Marine Corps	100	±0	27	NR	11	NR	11	±17	2.7	±0.7	
Air Force	100	±0	NR	NR	18	6	3	±17	1.9	±0.3	
Enlisted	100	±1	32	20	16	18	14	±12	2.6	±0.3	
E1 – E4	100	±1	27	15	12	NR	18	±17	3.0	±0.4	
E5 – E9	100	±0	37	26	20	6	10	±12	2.2	±0.3	
Officers	100	±1	NR	6	4	NR	NR	±6	1.8	±0.7	
O1 – O3	100	±0	NR	9	6	NR	NR	±11	NR		
O4 – O6	100	±1	90	4	3	1	1	±14	1.2	±0.2	
ASIAN	100	±1	48	17	20	8	8	±4	2.1	±0.1	
Army	100	±1	40	17	19	13	11	±8	2.4	±0.2	
Navy	100	±1	48	17	22	6	7	±5	2.1	±0.2	
Marine Corps	99	±1	53	17	18	5	7	±12	2.0	±0.3	
Air Force	100	±1	58	16	17	4	5	±6	1.8	±0.2	
Enlisted	100	±1	45	17	22	8	8	±4	2.2	±0.1	
E1 – E4	100	±1	40	16	22	11	11	±7	2.4	±0.2	
E5 – E9	100	±1	49	18	21	6	6	±5	2.0	±0.2	
Officers	100	±1	62	17	11	5	5	±7	1.7	±0.2	
O1 – O3	100	±1	57	18	12	7	6	±9	1.9	±0.3	
O4 – O6	100	±1	73	13	9	2	2	±7	1.5	±0.2	
NHPI	100	±1	47	14	17	11	11	±10	2.2	±0.3	
Army	100	±0	45	12	16	14	12	±16	2.3	±0.5	
Navy	100	±1	39	16	NR	11	13	±14	2.4	±0.4	
Marine Corps	99	±2	46	22	21	4	7	±15	2.0	±0.3	
Air Force	100	±1	61	14	14	4	6	±10	1.8	±0.2	
Enlisted	100	±1	45	14	18	12	11	±10	2.3	±0.3	
Officers	100	±0	84	7	5	3	1	±16	1.3	±0.3	
TWO OR MORE RACES	100	±1	40	19	15	11	14	±6	2.4	±0.2	
Army	100	±0	33	22	11	11	24	±14	2.7	±0.5	
Navy	100	±1	40	19	16	14	11	±9	2.4	±0.3	
Marine Corps	100	±1	23	NR	NR	6	14	±15	2.7	±0.4	
Air Force	100	±1	57	17	11	11	4	±11	1.9	±0.3	
Enlisted	100	±1	38	19	15	13	15	±7	2.5	±0.3	
E1 – E4	100	±1	28	21	17	12	22	±12	2.8	±0.4	
E5 – E9	100	±1	50	17	13	13	7	±8	2.1	±0.3	
Officers	100	±1	50	21	17	5	7	±13	2.0	±0.3	
O1 – O3	100	±1	45	27	18	6	5	±17	2.0	±0.3	
O4 – O6	100	±0	NR	10	NR	2	NR	±7	2.0	±0.7	
COAST GUARD	100	±1	49	22	16	7	5	±3	2.0	±0.1	
White	100	±1	50	22	16	8	4	±4	1.9	±0.1	
Black	99	±1	54	20	15	5	5	±4	1.9	±0.1	
Hispanic	99	±1	47	23	18	7	6	±5	2.0	±0.1	
Other Race/Ethnicity	100	±1	43	25	18	6	8	±7	2.1	±0.2	
Enlisted	100	±1	46	23	18	8	6	±4	2.1	±0.1	
Officers	100	±1	65	20	10	4	1	±4	1.6	±0.1	
Male	100	±1	50	23	16	7	4	±3	1.9	±0.1	
Female	100	±1	44	20	17	9	9	±3	2.2	±0.1	
Not Deployed Past 12 Months	100	±1	51	23	15	7	4	±3	1.9	±0.1	
Deployed Past 12 Months	100	±1	43	21	20	8	7	±6	2.2	±0.2	

NR: Not reportable



**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**g. Yelled when they were angry with you or others?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	40	23	18	10	9	±2	2.2	±0.1	
Army	99	±1	34	23	19	12	12	±2	2.5	±0.1	
Navy	99	±1	37	23	21	10	9	±3	2.3	±0.1	
Marine Corps	99	±1	34	24	21	12	9	±4	2.4	±0.1	
Air Force	99	±1	56	23	12	4	4	±3	1.8	±0.1	
Enlisted	99	±1	37	23	19	11	10	±2	2.3	±0.1	
E1 – E4	99	±1	33	22	20	13	13	±3	2.5	±0.1	
E5 – E9	99	±1	41	24	19	9	7	±2	2.2	±0.1	
Officers	99	±1	53	25	13	5	4	±3	1.8	±0.1	
O1 – O3	99	±1	51	26	14	6	4	±4	1.9	±0.1	
O4 – O6	100	±1	58	23	12	4	3	±4	1.7	±0.1	
Male	99	±1	40	23	19	10	9	±2	2.2	±0.1	
Female	99	±1	39	23	17	9	11	±3	2.3	±0.1	
Not Deployed Past 12 Months	99	±1	45	23	17	8	7	±2	2.1	±0.1	
Deployed Past 12 Months	100	±1	32	23	21	12	12	±2	2.5	±0.1	
<b>WHITE</b>	99	±1	39	24	18	10	9	±2	2.3	±0.1	
Army	99	±1	32	24	20	12	12	±3	2.5	±0.1	
Navy	100	±1	37	23	21	10	9	±4	2.3	±0.1	
Marine Corps	99	±1	33	25	19	13	10	±5	2.4	±0.2	
Air Force	99	±1	56	24	13	4	4	±3	1.8	±0.1	
Enlisted	99	±1	36	23	19	11	10	±2	2.4	±0.1	
E1 – E4	100	±1	31	22	19	14	13	±3	2.6	±0.1	
E5 – E9	99	±1	40	24	19	9	8	±3	2.2	±0.1	
Officers	99	±1	53	25	13	5	3	±4	1.8	±0.1	
O1 – O3	99	±1	50	26	14	6	4	±5	1.9	±0.1	
O4 – O6	100	±1	58	24	12	4	3	±5	1.7	±0.1	
<b>BLACK</b>	99	±1	42	21	19	10	8	±3	2.2	±0.1	
Army	100	±1	37	20	20	13	10	±5	2.4	±0.2	
Navy	99	±2	39	22	20	10	9	±4	2.3	±0.2	
Marine Corps	99	±1	42	21	21	8	9	±5	2.2	±0.2	
Air Force	99	±1	57	21	13	5	5	±4	1.8	±0.1	
Enlisted	99	±1	41	21	19	10	9	±3	2.2	±0.1	
E1 – E4	99	±1	40	18	20	9	12	±5	2.4	±0.2	
E5 – E9	99	±1	41	23	19	11	6	±3	2.2	±0.1	
Officers	100	±1	54	22	14	5	5	±4	1.9	±0.2	
O1 – O3	100	±1	53	23	12	7	5	±5	1.9	±0.2	
O4 – O6	100	±1	56	21	15	5	3	±7	1.8	±0.2	
<b>HISPANIC</b>	100	±1	41	25	18	7	9	±3	2.2	±0.1	
Army	99	±1	36	27	17	10	11	±5	2.3	±0.2	
Navy	100	±1	38	26	21	5	10	±5	2.2	±0.2	
Marine Corps	100	±1	37	23	23	10	7	±7	2.3	±0.2	
Air Force	99	±1	58	22	11	2	7	±6	1.8	±0.2	
Enlisted	100	±1	39	25	19	8	10	±3	2.2	±0.1	
E1 – E4	100	±1	34	25	21	8	12	±5	2.4	±0.2	
E5 – E9	99	±1	44	24	17	7	8	±4	2.1	±0.1	

Note. Percent responding are active duty members who answered the question.

32g. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	100	±1	54	28	9	5	5	±6	1.8	±0.2	
O1 – O3	100	±1	57	22	11	6	3	±7	1.8	±0.2	
O4 – O6	100	±1	61	22	9	3	5	±8	1.7	±0.2	
AIAN	100	±1	28	19	23	17	13	±11	2.7	±0.3	
Army	100	±1	28	12	26	14	20	±16	2.8	±0.4	
Navy	100	±1	31	27	20	16	6	±13	2.4	±0.3	
Marine Corps	100	±1	18	12	NR	NR	6	±12	3.0	±0.5	
Air Force	100	±1	35	NR	NR	4	NR	±14	2.2	±0.5	
Enlisted	100	±1	26	19	22	19	14	±12	2.8	±0.3	
E1 – E4	100	±1	25	13	18	NR	18	±17	3.0	±0.4	
E5 – E9	100	±1	27	25	27	12	10	±12	2.5	±0.3	
Officers	100	±0	NR	NR	NR	NR	NR		2.3	±0.6	
O1 – O3	100	±0	NR	NR	7	5	NR	±8	NR		
O4 – O6	100	±0	NR	6	NR	NR	1	±9	NR		
ASIAN	99	±1	42	25	19	7	7	±4	2.1	±0.1	
Army	99	±1	34	28	17	9	13	±8	2.4	±0.2	
Navy	99	±1	40	26	22	7	6	±5	2.1	±0.2	
Marine Corps	100	±1	38	20	27	7	7	±16	2.2	±0.3	
Air Force	100	±1	60	22	12	4	2	±6	1.7	±0.2	
Enlisted	99	±1	39	25	21	8	8	±4	2.2	±0.1	
E1 – E4	99	±1	36	24	22	8	10	±7	2.3	±0.2	
E5 – E9	99	±1	42	26	19	7	6	±5	2.1	±0.1	
Officers	100	±1	56	24	11	3	6	±7	1.8	±0.2	
O1 – O3	100	±1	52	25	12	4	7	±11	1.9	±0.3	
O4 – O6	100	±1	68	18	10	1	2	±8	1.5	±0.2	
NHPI	100	±1	41	18	20	14	7	±10	2.3	±0.3	
Army	100	±1	36	17	21	20	7	±16	2.5	±0.4	
Navy	99	±2	37	19	25	9	10	±18	2.4	±0.4	
Marine Corps	100	±0	48	18	24	4	6	±13	2.0	±0.3	
Air Force	100	±1	58	20	13	4	4	±10	1.7	±0.2	
Enlisted	100	±1	39	18	21	15	7	±11	2.3	±0.3	
Officers	100	±0	NR	15	6	2	1	±17	1.4	±0.3	
TWO OR MORE RACES	99	±1	36	20	19	11	14	±7	2.5	±0.2	
Army	99	±2	31	15	17	9	29	±14	2.9	±0.5	
Navy	100	±1	29	26	18	16	11	±9	2.5	±0.3	
Marine Corps	99	±1	15	20	NR	NR	5	±18	2.8	±0.3	
Air Force	100	±1	59	20	11	9	2	±11	1.7	±0.3	
Enlisted	100	±1	35	19	19	12	16	±7	2.6	±0.3	
E1 – E4	100	±1	28	17	19	14	22	±12	2.9	±0.4	
E5 – E9	100	±1	42	21	19	10	8	±8	2.2	±0.2	
Officers	97	±4	43	27	19	5	6	±14	2.0	±0.3	
O1 – O3	99	±2	38	31	24	3	4	±18	2.0	±0.3	
O4 – O6	91	±16	NR	14	9	NR	NR	±9	2.2	±0.8	
COAST GUARD	100	±1	46	28	16	6	4	±3	2.0	±0.1	
White	100	±1	46	29	15	6	4	±4	1.9	±0.1	
Black	99	±1	51	25	14	6	4	±4	1.9	±0.1	
Hispanic	99	±1	46	24	19	7	4	±5	2.0	±0.1	
Other Race/Ethnicity	100	±1	40	29	17	8	6	±7	2.1	±0.2	
Enlisted	100	±1	42	28	18	7	5	±4	2.1	±0.1	
Officers	99	±1	61	26	8	3	1	±5	1.6	±0.1	
Male	100	±1	46	28	16	6	4	±3	1.9	±0.1	
Female	100	±1	43	25	17	8	7	±3	2.1	±0.1	
Not Deployed Past 12 Months	100	±1	48	28	14	6	4	±3	1.9	±0.1	
Deployed Past 12 Months	100	±0	36	28	21	8	6	±6	2.2	±0.2	

NR: Not reportable

**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**h. Swore at you or others in a hostile manner?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	56	18	13	6	7	±2	1.9	±0.1	
Army	100	±1	49	18	15	8	9	±3	2.1	±0.1	
Navy	100	±1	53	19	15	6	7	±3	1.9	±0.1	
Marine Corps	99	±1	50	19	16	6	9	±4	2.0	±0.1	
Air Force	100	±1	72	15	7	2	3	±2	1.5	±0.1	
Enlisted	99	±1	53	18	14	7	8	±2	2.0	±0.1	
E1 – E4	100	±1	47	18	16	8	11	±3	2.2	±0.1	
E5 – E9	99	±1	57	19	13	6	6	±2	1.8	±0.1	
Officers	100	±1	72	16	8	2	2	±3	1.5	±0.1	
O1 – O3	100	±1	69	18	8	3	2	±4	1.5	±0.1	
O4 – O6	100	±1	77	13	7	2	2	±4	1.4	±0.1	
Male	99	±1	55	18	14	6	7	±2	1.9	±0.1	
Female	100	±1	58	16	12	5	8	±3	1.9	±0.1	
Not Deployed Past 12 Months	99	±1	61	17	12	4	6	±2	1.8	±0.1	
Deployed Past 12 Months	99	±1	47	19	15	9	9	±2	2.1	±0.1	
<b>WHITE</b>	100	±1	55	19	13	6	7	±2	1.9	±0.1	
Army	100	±1	49	19	14	8	9	±3	2.1	±0.1	
Navy	100	±1	52	20	15	6	6	±4	1.9	±0.1	
Marine Corps	99	±1	49	20	16	5	11	±5	2.1	±0.2	
Air Force	99	±1	72	16	7	2	2	±3	1.5	±0.1	
Enlisted	99	±1	51	19	14	7	8	±2	2.0	±0.1	
E1 – E4	100	±1	46	18	16	8	11	±4	2.2	±0.1	
E5 – E9	99	±1	56	20	13	5	6	±3	1.9	±0.1	
Officers	100	±1	72	16	7	2	2	±3	1.5	±0.1	
O1 – O3	100	±1	69	19	8	3	2	±5	1.5	±0.1	
O4 – O6	100	±0	77	13	6	2	2	±4	1.4	±0.1	
<b>BLACK</b>	99	±1	57	15	15	7	6	±3	1.9	±0.1	
Army	100	±1	52	15	18	8	7	±5	2.0	±0.2	
Navy	99	±1	55	16	15	8	7	±4	2.0	±0.2	
Marine Corps	100	±1	54	18	16	4	7	±6	1.9	±0.2	
Air Force	99	±1	73	13	8	3	3	±4	1.5	±0.1	
Enlisted	99	±1	56	15	15	7	7	±3	1.9	±0.1	
E1 – E4	100	±1	52	15	16	8	9	±5	2.1	±0.2	
E5 – E9	99	±1	58	15	15	6	5	±3	1.8	±0.1	
Officers	100	±1	68	14	10	3	4	±4	1.6	±0.2	
O1 – O3	100	±0	66	17	10	4	4	±5	1.6	±0.1	
O4 – O6	99	±1	72	13	11	1	3	±8	1.5	±0.2	
<b>HISPANIC</b>	100	±1	57	18	12	5	7	±3	1.9	±0.1	
Army	99	±1	52	21	12	6	9	±5	2.0	±0.2	
Navy	100	±1	55	19	13	7	7	±5	1.9	±0.2	
Marine Corps	99	±1	56	16	17	5	6	±7	1.9	±0.2	
Air Force	100	±1	73	14	6	2	5	±6	1.5	±0.2	
Enlisted	100	±1	56	19	13	6	7	±3	1.9	±0.1	
E1 – E4	100	±1	51	18	15	7	9	±5	2.1	±0.2	
E5 – E9	100	±1	61	19	10	5	6	±4	1.8	±0.1	

Note. Percent responding are active duty members who answered the question.

32h. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	100	±1	73	14	8	2	3	±6	1.5	±0.2	
O1 – O3	100	±1	72	14	8	3	2	±7	1.5	±0.2	
O4 – O6	99	±1	79	11	8	1	2	±7	1.4	±0.2	
AIAN	100	±1	38	23	16	15	8	±12	2.3	±0.3	
Army	100	±0	36	15	20	16	NR	±17	2.5	±0.5	
Navy	99	±2	45	26	19	7	2	±16	2.0	±0.2	
Marine Corps	100	±0	24	NR	10	NR	7	±15	2.7	±0.6	
Air Force	100	±0	NR	NR	6	1	2	±4	1.6	±0.2	
Enlisted	100	±1	37	23	14	18	8	±13	2.4	±0.3	
E1 – E4	100	±0	34	16	15	NR	NR	±11	2.6	±0.5	
E5 – E9	99	±1	41	30	14	10	5	±12	2.1	±0.2	
Officers	100	±0	NR	NR	NR	2	NR	±2	2.1	±0.7	
O1 – O3	100	±0	NR	NR	6	2	NR	±7	NR		
O4 – O6	100	±0	NR	NR	NR	1	1	±3	NR		
ASIAN	99	±1	59	17	14	6	5	±4	1.8	±0.1	
Army	99	±1	52	14	15	10	8	±9	2.1	±0.2	
Navy	98	±2	54	22	17	4	4	±6	1.8	±0.2	
Marine Corps	100	±1	60	16	14	3	6	±11	1.8	±0.2	
Air Force	99	±1	76	11	8	4	1	±6	1.4	±0.2	
Enlisted	99	±1	55	18	15	6	6	±4	1.9	±0.1	
E1 – E4	98	±2	49	20	14	9	8	±8	2.1	±0.2	
E5 – E9	99	±1	59	17	16	4	4	±5	1.8	±0.1	
Officers	100	±1	76	10	9	3	1	±6	1.4	±0.2	
O1 – O3	99	±1	73	10	12	3	1	±9	1.5	±0.2	
O4 – O6	100	±1	84	8	5	1	1	±5	1.3	±0.1	
NHPI	100	±1	50	15	19	9	7	±11	2.1	±0.3	
Army	100	±0	42	15	22	NR	7	±15	2.3	±0.5	
Navy	100	±1	48	13	25	5	10	±18	2.2	±0.4	
Marine Corps	100	±0	61	23	8	3	5	±12	1.7	±0.3	
Air Force	100	±1	75	11	8	2	4	±8	1.5	±0.2	
Enlisted	100	±1	48	15	20	10	7	±12	2.1	±0.3	
Officers	100	±0	89	6	4	1	1	±13	1.2	±0.2	
TWO OR MORE RACES	100	±1	52	14	12	10	12	±6	2.2	±0.2	
Army	100	±0	43	12	10	9	25	±14	2.6	±0.5	
Navy	99	±2	50	16	14	11	10	±9	2.2	±0.3	
Marine Corps	100	±0	31	NR	NR	NR	4	±17	2.5	±0.5	
Air Force	100	±1	75	11	6	6	1	±12	1.5	±0.3	
Enlisted	100	±1	50	13	12	11	14	±7	2.3	±0.3	
E1 – E4	100	±1	43	13	11	13	20	±12	2.5	±0.4	
E5 – E9	100	±1	58	14	12	10	6	±8	1.9	±0.2	
Officers	100	±0	65	16	13	1	5	±13	1.7	±0.3	
O1 – O3	100	±0	59	19	17	2	3	±17	1.7	±0.3	
O4 – O6	100	±0	NR	9	4	1	NR	±7	1.6	±0.7	
COAST GUARD	100	±1	65	16	12	4	3	±3	1.6	±0.1	
White	100	±1	66	16	11	4	3	±4	1.6	±0.1	
Black	100	±1	68	15	11	3	3	±3	1.6	±0.1	
Hispanic	99	±1	63	17	14	3	3	±4	1.7	±0.1	
Other Race/Ethnicity	100	±1	59	19	13	7	3	±7	1.8	±0.2	
Enlisted	100	±1	61	17	13	5	3	±4	1.7	±0.1	
Officers	100	±1	80	12	5	2	1	±4	1.3	±0.1	
Male	100	±1	65	16	12	4	3	±3	1.6	±0.1	
Female	100	±1	63	16	12	4	4	±3	1.7	±0.1	
Not Deployed Past 12 Months	100	±1	68	16	11	4	2	±3	1.6	±0.1	
Deployed Past 12 Months	99	±2	55	19	15	6	5	±6	1.9	±0.2	

NR: Not reportable

**32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors...**

**i. Damaged or stole others' property or equipment?**

1. Never  
4. Often

2. Once or twice  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
<b>TOTAL DOD</b>	99	±1	82	10	5	1	2	±1	1.3	±0.1	■
Army	100	±1	80	10	5	2	2	±2	1.4	±0.1	■
Navy	99	±1	79	11	6	2	2	±2	1.4	±0.1	■
Marine Corps	99	±1	79	11	6	1	3	±4	1.4	±0.1	■
Air Force	100	±1	89	6	4	0	0	±2	1.2	±0.1	■
Enlisted	99	±1	80	10	6	2	2	±2	1.4	±0.1	■
E1 – E4	100	±1	74	13	8	2	4	±3	1.5	±0.1	■
E5 – E9	99	±1	85	8	5	1	1	±2	1.2	±0.1	■
Officers	100	±1	92	5	2	0	0	±2	1.1	±0.1	■
O1 – O3	100	±1	91	7	1	0	0	±3	1.1	±0.1	■
O4 – O6	99	±1	94	3	2	0	0	±2	1.1	±0.1	■
Male	99	±1	82	9	5	1	2	±2	1.3	±0.1	■
Female	99	±1	80	10	6	1	2	±3	1.3	±0.1	■
Not Deployed Past 12 Months	99	±1	84	9	5	1	1	±2	1.3	±0.1	■
Deployed Past 12 Months	100	±1	79	11	6	2	3	±2	1.4	±0.1	■
<b>WHITE</b>	100	±1	82	9	5	1	2	±2	1.3	±0.1	■
Army	100	±1	80	10	5	2	2	±3	1.4	±0.1	■
Navy	100	±1	80	11	5	2	2	±3	1.3	±0.1	■
Marine Corps	99	±1	79	10	6	1	3	±5	1.4	±0.1	■
Air Force	100	±1	90	6	4	0	0	±2	1.2	±0.1	■
Enlisted	100	±1	80	10	6	2	2	±2	1.4	±0.1	■
E1 – E4	100	±1	73	13	7	3	3	±3	1.5	±0.1	■
E5 – E9	99	±1	86	8	4	1	1	±2	1.2	±0.1	■
Officers	100	±1	92	5	2	0	0	±2	1.1	±0.1	■
O1 – O3	100	±1	92	7	1	0	0	±4	1.1	±0.1	■
O4 – O6	99	±1	94	3	2	0	0	±3	1.1	±0.1	■
<b>BLACK</b>	99	±1	82	10	6	1	1	±2	1.3	±0.1	■
Army	99	±1	82	11	6	0	1	±4	1.3	±0.1	■
Navy	99	±1	77	11	9	1	2	±4	1.4	±0.1	■
Marine Corps	99	±1	81	11	6	1	2	±6	1.3	±0.1	■
Air Force	99	±1	90	5	4	1	0	±3	1.2	±0.1	■
Enlisted	99	±1	81	10	7	1	1	±3	1.3	±0.1	■
E1 – E4	99	±1	75	13	9	1	2	±5	1.4	±0.1	■
E5 – E9	99	±1	85	8	5	1	1	±3	1.2	±0.1	■
Officers	99	±1	92	4	3	0	0	±4	1.1	±0.1	■
O1 – O3	100	±1	90	6	3	1	0	±3	1.1	±0.1	■
O4 – O6	99	±1	93	3	4	0	0	±12	1.1	±0.2	■
<b>HISPANIC</b>	100	±1	82	10	5	1	2	±3	1.3	±0.1	■
Army	99	±1	82	9	4	2	3	±4	1.3	±0.1	■
Navy	100	±1	80	11	7	1	1	±5	1.3	±0.1	■
Marine Corps	99	±1	82	12	5	1	0	±7	1.3	±0.1	■
Air Force	100	±1	87	7	3	0	2	±5	1.2	±0.1	■
Enlisted	100	±1	82	10	5	1	2	±3	1.3	±0.1	■
E1 – E4	99	±1	77	12	7	1	3	±5	1.4	±0.1	■
E5 – E9	100	±1	85	8	4	1	1	±3	1.2	±0.1	■

Note. Percent responding are active duty members who answered the question.

32i. Continued	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
Officers	100	±1	93	5	1	0	0	±5	1.1	±0.1	
O1 – O3	99	±1	93	4	2	1	0	±3	1.1	±0.1	
O4 – O6	100	±1	94	5	1	0	0	±8	1.1	±0.1	
AIAN	100	±1	71	13	6	3	NR	±10	1.6	±0.4	
Army	100	±1	71	9	8	5	NR	±14	1.7	±0.5	
Navy	100	±0	76	17	5	2	0	±13	1.3	±0.2	
Marine Corps	100	±1	NR	11	7	1	NR	±16	NR		
Air Force	100	±1	NR	NR	3	0	0	±3	1.3	±0.2	
Enlisted	100	±1	68	13	7	3	NR	±11	1.7	±0.4	
E1 – E4	100	±1	63	9	6	5	NR	±17	2.0	±0.7	
E5 – E9	100	±1	73	17	8	1	1	±11	1.4	±0.2	
Officers	100	±1	NR	NR	1	0	1	±1	1.1	±0.2	
O1 – O3	100	±1	NR	NR	1	0	1	±2	1.3	±0.4	
O4 – O6	100	±0	98	1	1	0	0	±3	1.0	±0.1	
ASIAN	99	±1	82	8	7	1	2	±3	1.3	±0.1	
Army	99	±1	79	10	7	1	3	±9	1.4	±0.1	
Navy	99	±1	79	10	7	1	2	±5	1.4	±0.2	
Marine Corps	100	±1	84	8	5	2	1	±6	1.3	±0.2	
Air Force	100	±1	89	5	5	1	1	±4	1.2	±0.1	
Enlisted	99	±1	79	10	8	1	2	±4	1.4	±0.1	
E1 – E4	99	±1	76	12	7	2	3	±7	1.4	±0.1	
E5 – E9	100	±1	82	8	8	1	2	±4	1.3	±0.1	
Officers	100	±1	94	3	2	0	1	±2	1.1	±0.1	
O1 – O3	100	±1	93	4	2	0	0	±3	1.1	±0.1	
O4 – O6	100	±1	96	2	2	0	0	±3	1.1	±0.1	
NHPI	99	±1	77	9	10	3	2	±8	1.4	±0.2	
Army	100	±1	75	9	10	4	1	±13	1.5	±0.3	
Navy	99	±3	66	10	NR	1	NR	±17	1.7	±0.5	
Marine Corps	100	±1	79	14	4	2	1	±9	1.3	±0.2	
Air Force	99	±1	90	4	5	0	1	±5	1.2	±0.1	
Enlisted	99	±1	76	9	10	3	2	±9	1.5	±0.2	
Officers	100	±0	95	2	2	NR	NR	±7	1.1	±0.1	
TWO OR MORE RACES	100	±1	76	11	5	2	5	±6	1.5	±0.2	
Army	100	±0	72	16	2	2	8	±14	1.6	±0.4	
Navy	100	±1	73	10	9	2	6	±9	1.6	±0.3	
Marine Corps	100	±1	NR	7	NR	NR	NR	±9	1.8	±0.6	
Air Force	100	±1	89	8	1	0	0	±7	1.1	±0.1	
Enlisted	100	±1	74	12	6	2	6	±7	1.5	±0.2	
E1 – E4	100	±1	69	13	6	2	11	±11	1.7	±0.3	
E5 – E9	100	±1	81	12	5	2	0	±7	1.3	±0.1	
Officers	100	±0	87	6	3	0	3	±11	1.3	±0.2	
O1 – O3	100	±0	85	9	4	0	1	±14	1.2	±0.2	
O4 – O6	100	±0	NR	1	1	0	NR	±3	NR		
COAST GUARD	100	±1	83	10	5	1	1	±3	1.3	±0.1	
White	100	±1	84	10	4	1	1	±3	1.2	±0.1	
Black	99	±1	87	8	4	0	1	±3	1.2	±0.1	
Hispanic	98	±2	80	10	8	1	0	±4	1.3	±0.1	
Other Race/Ethnicity	99	±1	80	10	9	1	1	±7	1.3	±0.2	
Enlisted	100	±1	81	11	6	1	1	±3	1.3	±0.1	
Officers	100	±1	92	6	2	0	1	±4	1.1	±0.1	
Male	100	±1	84	10	5	1	1	±3	1.3	±0.1	
Female	100	±1	82	10	6	1	1	±3	1.3	±0.1	
Not Deployed Past 12 Months	100	±1	85	9	4	1	0	±3	1.2	±0.1	
Deployed Past 12 Months	100	±1	77	12	9	0	2	±6	1.4	±0.1	

NR: Not reportable

**32. Workplace Hostility scale: Constructed from Q32. Workplace Hostility can be defined as the degree to which people in the workplace act in an angry or hostile manner toward personnel.**

	Percent Responding		Mean	Max ME	Workplace Hostility
<b>TOTAL DOD</b>	97	±1	2.0	±0.1	
Army	97	±1	2.2	±0.1	
Navy	97	±1	2.0	±0.1	
Marine Corps	97	±1	2.0	±0.1	
Air Force	97	±1	1.8	±0.1	
Enlisted	97	±1	2.1	±0.1	
E1 – E4	97	±1	2.2	±0.1	
E5 – E9	96	±1	2.0	±0.1	
Officers	98	±1	1.7	±0.1	
O1 – O3	98	±2	1.8	±0.1	
O4 – O6	97	±2	1.6	±0.1	
Male	97	±1	2.0	±0.1	
Female	97	±1	2.2	±0.1	
Not Deployed Past 12 Months	97	±1	1.9	±0.1	
Deployed Past 12 Months	97	±1	2.2	±0.1	
<b>WHITE</b>	97	±1	2.0	±0.1	
Army	98	±1	2.2	±0.1	
Navy	98	±1	2.0	±0.1	
Marine Corps	97	±2	2.1	±0.1	
Air Force	97	±1	1.7	±0.1	
Enlisted	97	±1	2.1	±0.1	
E1 – E4	98	±1	2.2	±0.1	
E5 – E9	97	±1	2.0	±0.1	
Officers	98	±1	1.7	±0.1	
O1 – O3	97	±2	1.8	±0.1	
O4 – O6	98	±2	1.6	±0.1	
<b>BLACK</b>	96	±1	2.0	±0.1	
Army	96	±2	2.1	±0.1	
Navy	95	±2	2.0	±0.1	
Marine Corps	95	±2	1.9	±0.1	
Air Force	97	±2	1.8	±0.1	
Enlisted	95	±2	2.0	±0.1	
E1 – E4	96	±2	2.1	±0.2	
E5 – E9	95	±2	2.0	±0.1	
Officers	97	±1	1.8	±0.1	
O1 – O3	98	±2	1.8	±0.1	
O4 – O6	95	±2	1.7	±0.1	
<b>HISPANIC</b>	97	±1	2.0	±0.1	
Army	97	±2	2.1	±0.1	
Navy	96	±2	2.1	±0.1	
Marine Corps	97	±2	1.9	±0.2	
Air Force	97	±2	1.8	±0.2	
Enlisted	97	±1	2.0	±0.1	
E1 – E4	97	±2	2.1	±0.1	
E5 – E9	97	±1	2.0	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. A higher score indicates greater frequency of hostile workplace behaviors. Cronbach's coefficient alpha = 0.92.

32. Continued	Percent Responding		Mean	Max ME	Workplace Hostility
Officers	98	±1	1.7	±0.1	
O1 – O3	98	±1	1.7	±0.1	
O4 – O6	97	±2	1.7	±0.2	
AIAN	97	±2	2.4	±0.2	
Army	98	±2	2.5	±0.4	
Navy	98	±2	2.3	±0.2	
Marine Corps	95	±7	2.5	±0.5	
Air Force	97	±2	1.9	±0.2	
Enlisted	98	±1	2.4	±0.3	
E1 – E4	98	±2	2.6	±0.4	
E5 – E9	98	±2	2.2	±0.2	
Officers	95	±9	2.1	±0.5	
O1 – O3	99	±2	NR		
O4 – O6	92	±16	NR		
ASIAN	96	±2	2.0	±0.1	
Army	97	±2	2.2	±0.2	
Navy	95	±3	2.0	±0.1	
Marine Corps	98	±2	1.9	±0.2	
Air Force	97	±1	1.7	±0.1	
Enlisted	96	±2	2.0	±0.1	
E1 – E4	96	±3	2.1	±0.2	
E5 – E9	96	±2	2.0	±0.1	
Officers	98	±1	1.7	±0.2	
O1 – O3	98	±2	1.8	±0.2	
O4 – O6	99	±1	1.5	±0.2	
NHPI	94	±6	2.2	±0.3	
Army	94	±7	2.3	±0.4	
Navy	95	±4	2.3	±0.4	
Marine Corps	96	±3	1.8	±0.2	
Air Force	87	±19	1.8	±0.1	
Enlisted	93	±6	2.2	±0.3	
Officers	99	±1	1.4	±0.2	
TWO OR MORE RACES	98	±1	2.3	±0.2	
Army	99	±2	2.5	±0.4	
Navy	96	±3	2.3	±0.3	
Marine Corps	99	±1	2.5	±0.3	
Air Force	98	±2	1.8	±0.2	
Enlisted	98	±1	2.3	±0.2	
E1 – E4	98	±2	2.6	±0.3	
E5 – E9	98	±2	2.1	±0.2	
Officers	97	±4	2.0	±0.3	
O1 – O3	99	±2	2.0	±0.2	
O4 – O6	90	±16	NR		
COAST GUARD	98	±1	1.9	±0.1	
White	98	±1	1.9	±0.1	
Black	96	±2	1.8	±0.1	
Hispanic	96	±3	1.9	±0.1	
Other Race/Ethnicity	97	±2	2.0	±0.2	
Enlisted	97	±1	1.9	±0.1	
Officers	98	±2	1.6	±0.1	
Male	98	±1	1.8	±0.1	
Female	97	±1	2.1	±0.1	
Not Deployed Past 12 Months	98	±1	1.8	±0.1	
Deployed Past 12 Months	97	±3	2.1	±0.2	

NR: Not reportable



**33. How much do you agree or disagree with the following statements about the work you do at your workplace?****a. Your work provides you with a sense of pride.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	6	8	16	37	32	±2	3.8	±0.1	
Army	100	±1	6	8	17	36	32	±2	3.8	±0.1	
Navy	100	±1	6	8	17	37	31	±3	3.8	±0.1	
Marine Corps	100	±1	8	7	16	37	32	±4	3.8	±0.1	
Air Force	100	±1	4	9	16	38	33	±3	3.9	±0.1	
Enlisted	100	±1	7	9	17	37	30	±2	3.7	±0.1	
E1 – E4	100	±1	10	10	20	34	26	±3	3.6	±0.1	
E5 – E9	100	±1	4	8	15	40	33	±2	3.9	±0.1	
Officers	100	±1	2	6	11	39	42	±3	4.1	±0.1	
O1 – O3	100	±1	2	6	12	39	40	±4	4.1	±0.1	
O4 – O6	100	±1	3	4	9	38	46	±4	4.2	±0.1	
Male	100	±1	6	8	16	37	32	±2	3.8	±0.1	
Female	100	±1	5	10	18	38	29	±3	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	6	8	17	37	33	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	7	9	16	38	30	±2	3.8	±0.1	
<b>WHITE</b>	100	±1	7	9	16	37	31	±2	3.8	±0.1	
Army	100	±1	7	10	16	37	30	±3	3.7	±0.1	
Navy	100	±1	6	9	17	38	30	±4	3.8	±0.1	
Marine Corps	99	±1	9	8	15	37	31	±5	3.7	±0.2	
Air Force	100	±1	4	10	14	38	33	±3	3.9	±0.1	
Enlisted	100	±1	8	10	17	37	28	±2	3.7	±0.1	
E1 – E4	100	±1	11	11	19	34	25	±4	3.5	±0.1	
E5 – E9	100	±1	5	9	15	40	31	±3	3.8	±0.1	
Officers	100	±1	2	6	11	39	43	±4	4.1	±0.1	
O1 – O3	100	±1	2	7	11	39	41	±5	4.1	±0.1	
O4 – O6	100	±1	3	4	9	39	46	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	4	5	18	36	36	±3	3.9	±0.1	
Army	99	±1	4	6	16	35	38	±5	4.0	±0.1	
Navy	99	±1	5	6	18	35	36	±4	3.9	±0.1	
Marine Corps	100	±1	4	4	22	34	36	±6	3.9	±0.1	
Air Force	99	±1	5	5	19	41	31	±4	3.9	±0.1	
Enlisted	99	±1	4	5	18	36	36	±3	3.9	±0.1	
E1 – E4	99	±1	7	7	23	33	30	±5	3.7	±0.2	
E5 – E9	100	±1	3	5	16	38	39	±3	4.0	±0.1	
Officers	100	±0	3	5	12	40	40	±4	4.1	±0.1	
O1 – O3	100	±0	3	4	15	42	36	±5	4.0	±0.1	
O4 – O6	100	±0	2	4	12	38	45	±7	4.2	±0.2	
<b>HISPANIC</b>	100	±1	6	8	15	38	34	±3	3.9	±0.1	
Army	100	±1	6	8	14	36	36	±5	3.9	±0.1	
Navy	100	±0	7	8	16	39	31	±5	3.8	±0.2	
Marine Corps	100	±1	4	9	16	40	31	±7	3.8	±0.2	
Air Force	100	±1	5	6	16	36	37	±6	3.9	±0.2	
Enlisted	100	±1	6	8	16	38	33	±3	3.8	±0.1	
E1 – E4	100	±1	8	10	19	36	28	±5	3.7	±0.2	
E5 – E9	100	±1	4	7	13	39	37	±3	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

33a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	3	10	37	48	±6	4.3	±0.1	
O1 – O3	100	±1	2	4	12	40	43	±8	4.2	±0.2	
O4 – O6	100	±1	2	4	9	33	53	±7	4.3	±0.1	
AIAN	100	±1	10	6	19	39	26	±11	3.6	±0.3	
Army	100	±1	8	7	21	31	33	±16	3.7	±0.4	
Navy	100	±0	6	6	18	51	18	±13	3.7	±0.2	
Marine Corps	100	±1	NR	4	10	NR	15	±10	NR		
Air Force	100	±1	4	6	NR	NR	30	±17	3.8	±0.3	
Enlisted	100	±1	11	7	16	40	27	±13	3.6	±0.3	
E1 – E4	100	±1	NR	8	14	35	25	±17	3.4	±0.6	
E5 – E9	100	±1	4	5	18	44	28	±11	3.9	±0.2	
Officers	100	±0	NR	2	NR	NR	NR	±2	3.6	±0.5	
O1 – O3	100	±0	NR	3	6	NR	NR	±7	NR		
O4 – O6	100	±0	1	1	NR	NR	NR	±3	NR		
ASIAN	100	±1	5	7	19	39	30	±4	3.8	±0.1	
Army	99	±1	10	9	19	36	26	±9	3.6	±0.3	
Navy	99	±1	3	5	18	39	35	±5	4.0	±0.1	
Marine Corps	100	±1	4	7	15	43	31	±13	3.9	±0.2	
Air Force	100	±1	3	7	22	39	29	±6	3.8	±0.2	
Enlisted	99	±1	6	7	20	40	28	±4	3.8	±0.1	
E1 – E4	99	±1	9	8	22	38	23	±7	3.6	±0.2	
E5 – E9	100	±1	3	6	19	41	31	±5	3.9	±0.1	
Officers	100	±1	3	6	12	36	43	±8	4.1	±0.2	
O1 – O3	100	±1	5	8	13	34	41	±11	4.0	±0.3	
O4 – O6	100	±1	1	3	10	38	49	±11	4.3	±0.2	
NHPI	100	±1	3	5	19	37	36	±10	4.0	±0.2	
Army	100	±1	2	5	20	37	37	±16	4.0	±0.3	
Navy	100	±0	9	4	NR	33	32	±15	3.7	±0.4	
Marine Corps	100	±0	1	4	20	32	43	±16	4.1	±0.3	
Air Force	100	±1	3	5	13	46	32	±13	4.0	±0.1	
Enlisted	100	±1	3	5	20	37	35	±10	4.0	±0.2	
Officers	100	±0	NR	2	5	NR	NR	±7	NR		
TWO OR MORE RACES	100	±1	8	7	20	35	30	±6	3.7	±0.2	
Army	100	±0	8	4	26	36	27	±13	3.7	±0.3	
Navy	100	±0	8	7	20	34	31	±10	3.7	±0.3	
Marine Corps	100	±1	NR	6	9	25	NR	±15	4.0	±0.7	
Air Force	100	±1	5	13	16	40	26	±10	3.7	±0.3	
Enlisted	100	±1	8	8	21	35	29	±7	3.7	±0.2	
E1 – E4	100	±1	12	8	21	29	30	±11	3.6	±0.3	
E5 – E9	100	±1	3	7	21	41	28	±8	3.9	±0.2	
Officers	100	±0	NR	4	12	39	37	±13	4.0	±0.4	
O1 – O3	100	±0	NR	2	15	43	33	±15	4.0	±0.4	
O4 – O6	100	±0	NR	NR	5	NR	NR	±5	3.8	±0.7	
COAST GUARD	100	±1	2	5	16	45	32	±3	4.0	±0.1	
White	100	±1	2	5	16	46	32	±4	4.0	±0.1	
Black	100	±1	3	5	18	40	33	±4	4.0	±0.1	
Hispanic	100	±1	3	7	19	39	32	±5	3.9	±0.1	
Other Race/Ethnicity	100	±1	3	4	16	46	32	±7	4.0	±0.1	
Enlisted	100	±1	2	5	18	45	29	±4	3.9	±0.1	
Officers	100	±1	1	2	11	43	43	±5	4.2	±0.1	
Male	100	±1	2	5	16	45	33	±3	4.0	±0.1	
Female	100	±1	4	6	19	43	28	±3	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	2	4	16	44	33	±3	4.0	±0.1	
Deployed Past 12 Months	100	±1	2	6	16	48	28	±6	4.0	±0.1	

NR: Not reportable

**33. How much do you agree or disagree with the following statements about the work you do at your workplace?****b. Your work makes good use of your skills.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	9	12	17	37	26	±2	3.6	±0.1	
Army	100	±1	9	12	17	36	25	±3	3.5	±0.1	
Navy	100	±1	8	11	18	37	25	±3	3.6	±0.1	
Marine Corps	100	±1	9	11	15	40	25	±4	3.6	±0.1	
Air Force	100	±1	7	11	17	37	28	±3	3.7	±0.1	
Enlisted	100	±1	9	12	18	37	25	±2	3.6	±0.1	
E1 – E4	100	±1	12	13	19	34	22	±3	3.4	±0.1	
E5 – E9	100	±1	7	11	16	39	27	±2	3.7	±0.1	
Officers	100	±1	5	10	13	40	32	±3	3.8	±0.1	
O1 – O3	100	±1	6	13	14	41	27	±4	3.7	±0.1	
O4 – O6	100	±1	5	7	11	40	37	±4	4.0	±0.1	
Male	100	±1	9	11	16	38	26	±2	3.6	±0.1	
Female	100	±1	8	13	19	35	24	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	8	11	17	37	27	±2	3.6	±0.1	
Deployed Past 12 Months	99	±1	9	13	17	37	24	±2	3.5	±0.1	
<b>WHITE</b>	100	±1	9	13	16	38	24	±2	3.5	±0.1	
Army	100	±1	10	15	16	36	22	±3	3.5	±0.1	
Navy	100	±1	8	13	17	39	23	±4	3.6	±0.1	
Marine Corps	100	±1	11	13	12	40	24	±5	3.5	±0.2	
Air Force	100	±1	7	11	16	37	28	±3	3.7	±0.1	
Enlisted	100	±1	10	14	17	37	22	±2	3.5	±0.1	
E1 – E4	100	±1	14	14	18	35	20	±4	3.3	±0.1	
E5 – E9	100	±1	7	14	16	39	25	±3	3.6	±0.1	
Officers	100	±1	5	10	12	41	31	±4	3.8	±0.1	
O1 – O3	100	±0	6	13	13	42	27	±5	3.7	±0.2	
O4 – O6	100	±0	5	7	11	41	36	±5	4.0	±0.1	
<b>BLACK</b>	99	±1	7	8	20	35	30	±3	3.7	±0.1	
Army	99	±1	6	7	21	35	31	±5	3.8	±0.1	
Navy	99	±2	10	9	18	33	31	±4	3.7	±0.2	
Marine Corps	100	±1	5	7	20	40	29	±5	3.8	±0.1	
Air Force	99	±1	6	10	18	38	27	±4	3.7	±0.1	
Enlisted	99	±1	7	8	20	35	30	±3	3.7	±0.1	
E1 – E4	99	±1	9	9	25	31	26	±5	3.6	±0.2	
E5 – E9	99	±1	6	8	17	38	32	±3	3.8	±0.1	
Officers	100	±1	5	9	14	38	34	±4	3.9	±0.1	
O1 – O3	100	±1	5	10	20	37	29	±5	3.8	±0.2	
O4 – O6	100	±1	4	6	11	40	39	±6	4.0	±0.1	
<b>HISPANIC</b>	99	±1	9	10	17	36	28	±3	3.7	±0.1	
Army	99	±1	11	10	13	38	28	±5	3.6	±0.2	
Navy	99	±2	8	12	19	35	26	±5	3.6	±0.2	
Marine Corps	100	±1	6	9	20	38	27	±7	3.7	±0.2	
Air Force	99	±2	7	8	19	34	32	±6	3.8	±0.2	
Enlisted	99	±1	9	10	17	36	28	±3	3.6	±0.1	
E1 – E4	99	±1	12	11	20	32	24	±5	3.5	±0.2	
E5 – E9	99	±1	7	9	15	39	31	±3	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

33b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	3	9	12	41	35	±6	3.9	±0.2	
O1 – O3	100	±1	4	11	14	42	28	±8	3.8	±0.2	
O4 – O6	100	±1	3	7	10	37	43	±8	4.1	±0.2	
AIAN	100	±1	8	13	18	38	23	±10	3.6	±0.3	
Army	100	±1	10	10	23	27	30	±16	3.6	±0.4	
Navy	100	±1	8	12	19	45	16	±15	3.5	±0.3	
Marine Corps	100	±0	6	NR	11	NR	13	±9	NR		
Air Force	100	±1	6	5	11	NR	27	±17	3.9	±0.3	
Enlisted	100	±1	9	13	15	38	24	±12	3.6	±0.3	
E1 – E4	100	±1	12	NR	17	32	23	±18	3.4	±0.5	
E5 – E9	100	±1	6	10	14	45	25	±10	3.7	±0.2	
Officers	100	±1	3	NR	NR	NR	NR	±3	3.6	±0.4	
O1 – O3	100	±1	3	NR	7	NR	19	±17	NR		
O4 – O6	100	±0	3	3	NR	NR	NR	±6	NR		
ASIAN	100	±1	6	9	21	38	25	±4	3.7	±0.1	
Army	100	±1	10	13	21	36	20	±8	3.4	±0.2	
Navy	100	±1	5	7	20	38	30	±5	3.8	±0.1	
Marine Corps	100	±1	6	7	22	44	21	±13	3.7	±0.2	
Air Force	100	±1	5	8	24	39	24	±7	3.7	±0.2	
Enlisted	100	±1	6	9	22	39	24	±4	3.7	±0.1	
E1 – E4	100	±1	8	12	23	38	20	±7	3.5	±0.2	
E5 – E9	100	±1	5	7	21	40	27	±5	3.8	±0.1	
Officers	100	±1	6	11	17	34	32	±8	3.8	±0.2	
O1 – O3	100	±1	8	14	20	31	26	±12	3.5	±0.3	
O4 – O6	100	±1	3	5	11	38	44	±12	4.2	±0.2	
NHPI	99	±2	3	6	14	44	32	±10	4.0	±0.2	
Army	99	±2	2	6	12	46	34	±16	4.0	±0.3	
Navy	100	±0	10	6	NR	38	27	±15	3.7	±0.4	
Marine Corps	99	±2	1	6	13	39	40	±13	4.1	±0.2	
Air Force	100	±1	3	7	16	46	28	±13	3.9	±0.1	
Enlisted	99	±2	3	6	15	43	33	±10	4.0	±0.2	
Officers	100	±0	1	3	7	NR	17	±18	4.0	±0.1	
TWO OR MORE RACES	100	±1	8	12	16	37	27	±6	3.6	±0.2	
Army	100	±0	6	13	17	41	23	±13	3.6	±0.3	
Navy	100	±1	9	10	22	32	27	±10	3.6	±0.3	
Marine Corps	100	±0	NR	7	10	NR	NR	±10	3.8	±0.6	
Air Force	100	±1	8	14	13	37	27	±10	3.6	±0.3	
Enlisted	100	±1	9	11	16	37	26	±7	3.6	±0.2	
E1 – E4	100	±1	10	13	16	34	28	±11	3.6	±0.3	
E5 – E9	100	±1	8	10	16	42	25	±8	3.7	±0.2	
Officers	100	±1	4	16	17	34	29	±13	3.7	±0.3	
O1 – O3	100	±1	2	20	15	38	26	±16	3.7	±0.4	
O4 – O6	100	±0	NR	9	NR	NR	NR	±7	3.5	±0.6	
COAST GUARD	100	±1	4	10	18	42	26	±3	3.8	±0.1	
White	100	±1	4	9	18	42	27	±4	3.8	±0.1	
Black	99	±1	4	8	20	40	29	±4	3.8	±0.1	
Hispanic	99	±1	5	11	21	37	26	±5	3.7	±0.1	
Other Race/Ethnicity	100	±1	4	11	17	44	24	±7	3.7	±0.2	
Enlisted	100	±1	4	10	19	41	25	±4	3.7	±0.1	
Officers	100	±0	3	9	14	44	31	±5	3.9	±0.1	
Male	100	±1	4	9	18	42	27	±3	3.8	±0.1	
Female	99	±1	6	12	22	39	22	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	4	9	18	42	27	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	4	11	20	41	24	±6	3.7	±0.2	

NR: Not reportable

## 33. How much do you agree or disagree with the following statements about the work you do at your workplace?

## c. You like the kind of work you do.

1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	9	10	19	33	30	±2	3.6	±0.1	
Army	100	±1	10	10	19	31	30	±2	3.6	±0.1	
Navy	99	±1	9	9	19	36	28	±3	3.6	±0.1	
Marine Corps	99	±1	12	10	18	32	27	±4	3.5	±0.1	
Air Force	100	±1	7	9	18	34	32	±2	3.7	±0.1	
Enlisted	99	±1	10	10	19	32	28	±2	3.6	±0.1	
E1 – E4	100	±1	13	11	21	29	26	±3	3.4	±0.1	
E5 – E9	99	±1	7	9	18	35	31	±2	3.7	±0.1	
Officers	100	±1	5	8	15	38	35	±3	3.9	±0.1	
O1 – O3	99	±1	6	8	17	39	30	±4	3.8	±0.1	
O4 – O6	100	±1	4	6	13	37	40	±4	4.0	±0.1	
Male	99	±1	9	9	18	33	30	±2	3.6	±0.1	
Female	100	±1	10	10	19	33	28	±3	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	9	9	18	33	31	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	10	11	19	32	27	±2	3.6	±0.1	
WHITE	99	±1	10	10	18	34	29	±2	3.6	±0.1	
Army	100	±1	11	11	18	32	28	±3	3.6	±0.1	
Navy	99	±1	8	9	19	38	26	±4	3.6	±0.1	
Marine Corps	99	±2	14	11	17	32	26	±5	3.4	±0.2	
Air Force	100	±1	7	9	17	34	32	±3	3.7	±0.1	
Enlisted	99	±1	11	11	19	33	27	±2	3.5	±0.1	
E1 – E4	100	±1	14	12	20	29	25	±3	3.4	±0.1	
E5 – E9	99	±1	8	10	18	35	29	±3	3.7	±0.1	
Officers	100	±1	6	8	15	38	35	±3	3.9	±0.1	
O1 – O3	99	±1	7	8	17	39	29	±5	3.8	±0.2	
O4 – O6	100	±1	4	6	13	36	41	±5	4.0	±0.1	
BLACK	99	±1	8	7	20	33	32	±3	3.7	±0.1	
Army	100	±1	8	6	20	33	34	±5	3.8	±0.2	
Navy	99	±1	8	8	22	31	31	±4	3.7	±0.1	
Marine Corps	99	±1	7	7	22	32	33	±5	3.8	±0.2	
Air Force	100	±1	9	8	19	34	30	±4	3.7	±0.1	
Enlisted	99	±1	8	7	21	32	32	±3	3.7	±0.1	
E1 – E4	100	±1	11	7	28	28	26	±5	3.5	±0.2	
E5 – E9	99	±1	7	7	17	34	35	±3	3.8	±0.1	
Officers	100	±1	5	7	13	37	39	±5	4.0	±0.1	
O1 – O3	100	±1	6	8	17	37	33	±5	3.8	±0.2	
O4 – O6	100	±1	3	5	12	37	43	±6	4.1	±0.1	
HISPANIC	99	±1	10	9	17	31	33	±3	3.7	±0.1	
Army	100	±1	11	9	15	30	35	±4	3.7	±0.2	
Navy	100	±1	10	9	20	31	30	±5	3.6	±0.2	
Marine Corps	98	±3	11	11	17	32	29	±7	3.6	±0.2	
Air Force	99	±1	7	7	18	33	36	±6	3.8	±0.2	
Enlisted	99	±1	10	10	17	30	32	±3	3.6	±0.1	
E1 – E4	99	±2	13	11	20	26	29	±5	3.5	±0.2	
E5 – E9	100	±1	8	8	16	34	35	±3	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

33c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±2	3	5	10	42	40	±6	4.1	±0.1	
O1 – O3	98	±4	4	5	11	46	34	±8	4.0	±0.2	
O4 – O6	100	±1	3	6	9	41	41	±8	4.1	±0.1	
AIAN	100	±1	9	10	24	32	26	±11	3.5	±0.2	
Army	100	±1	12	7	27	20	34	±16	3.6	±0.4	
Navy	100	±1	8	22	11	42	17	±16	3.4	±0.3	
Marine Corps	100	±1	6	6	NR	NR	14	±9	3.5	±0.3	
Air Force	100	±1	6	7	14	NR	27	±17	3.8	±0.3	
Enlisted	100	±1	9	11	20	33	26	±11	3.6	±0.2	
E1 – E4	100	±1	12	9	NR	29	26	±17	3.5	±0.4	
E5 – E9	99	±1	6	13	16	38	27	±10	3.7	±0.2	
Officers	100	±1	NR	4	NR	NR	NR	±3	3.4	±0.5	
O1 – O3	100	±0	NR	6	9	NR	21	±18	NR		
O4 – O6	100	±1	2	3	NR	9	NR	±12	NR		
ASIAN	99	±1	8	9	23	35	26	±3	3.6	±0.1	
Army	99	±1	9	14	23	31	23	±9	3.4	±0.2	
Navy	99	±1	8	5	19	36	32	±5	3.8	±0.2	
Marine Corps	100	±1	6	9	23	44	18	±14	3.6	±0.2	
Air Force	100	±1	6	9	28	34	24	±7	3.6	±0.2	
Enlisted	99	±1	8	9	24	34	25	±4	3.6	±0.1	
E1 – E4	99	±1	11	10	26	32	21	±7	3.4	±0.2	
E5 – E9	100	±1	6	8	23	35	29	±5	3.7	±0.1	
Officers	100	±1	4	9	17	40	29	±7	3.8	±0.2	
O1 – O3	100	±1	6	12	19	36	27	±10	3.7	±0.3	
O4 – O6	100	±1	2	5	11	48	34	±11	4.1	±0.2	
NHPI	100	±1	6	5	26	30	32	±11	3.8	±0.2	
Army	100	±1	6	4	32	28	31	±17	3.7	±0.3	
Navy	100	±0	NR	7	NR	31	34	±13	3.7	±0.4	
Marine Corps	99	±2	5	10	22	26	37	±15	3.8	±0.3	
Air Force	100	±1	4	6	17	40	33	±14	3.9	±0.1	
Enlisted	100	±1	6	6	26	29	33	±11	3.8	±0.2	
Officers	100	±0	0	2	NR	NR	NR	±4	NR		
TWO OR MORE RACES	100	±1	9	12	20	32	28	±6	3.6	±0.2	
Army	100	±1	4	13	25	30	27	±13	3.6	±0.3	
Navy	100	±0	13	10	18	37	23	±9	3.5	±0.3	
Marine Corps	99	±2	NR	3	17	NR	NR	±14	3.7	±0.6	
Air Force	100	±1	8	16	18	28	30	±10	3.6	±0.3	
Enlisted	100	±1	9	12	21	31	27	±7	3.6	±0.2	
E1 – E4	100	±1	10	14	19	31	26	±11	3.5	±0.3	
E5 – E9	100	±1	8	10	22	31	29	±8	3.6	±0.2	
Officers	100	±0	5	10	19	37	29	±12	3.8	±0.3	
O1 – O3	100	±0	3	NR	21	42	25	±15	3.8	±0.3	
O4 – O6	100	±0	NR	NR	NR	NR	NR		3.4	±0.7	
COAST GUARD	100	±1	3	8	19	39	30	±3	3.8	±0.1	
White	100	±1	3	8	20	39	30	±4	3.8	±0.1	
Black	100	±1	6	8	19	35	33	±4	3.8	±0.1	
Hispanic	100	±1	5	8	19	37	31	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	3	9	16	43	29	±7	3.8	±0.2	
Enlisted	100	±1	4	8	21	38	30	±4	3.8	±0.1	
Officers	100	±1	2	9	13	44	32	±4	4.0	±0.1	
Male	100	±1	3	8	19	39	31	±3	3.9	±0.1	
Female	100	±1	5	10	20	38	27	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	3	9	18	40	30	±3	3.8	±0.1	
Deployed Past 12 Months	99	±1	3	8	24	34	30	±6	3.8	±0.2	

NR: Not reportable

**33. How much do you agree or disagree with the following statements about the work you do at your workplace?****d. Your job gives you the chance to acquire valuable skills.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	6	7	16	38	32	±2	3.8	±0.1	
Army	100	±1	7	7	16	38	32	±3	3.8	±0.1	
Navy	100	±1	6	8	16	40	30	±3	3.8	±0.1	
Marine Corps	100	±1	7	7	17	38	31	±4	3.8	±0.1	
Air Force	100	±1	5	7	16	39	33	±3	3.9	±0.1	
Enlisted	100	±1	7	8	17	38	31	±2	3.8	±0.1	
E1 – E4	100	±1	9	8	18	35	30	±3	3.7	±0.1	
E5 – E9	100	±1	5	8	16	40	31	±2	3.8	±0.1	
Officers	100	±1	3	6	12	42	37	±3	4.0	±0.1	
O1 – O3	100	±1	3	7	11	44	34	±4	4.0	±0.1	
O4 – O6	100	±1	3	4	12	39	41	±4	4.1	±0.1	
Male	100	±1	6	7	16	39	32	±2	3.8	±0.1	
Female	100	±1	7	8	19	37	29	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	6	7	15	39	33	±2	3.9	±0.1	
Deployed Past 12 Months	100	±1	8	8	17	38	29	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	7	8	16	39	31	±2	3.8	±0.1	
Army	100	±1	8	8	16	38	30	±3	3.7	±0.1	
Navy	100	±1	5	8	15	42	29	±4	3.8	±0.1	
Marine Corps	99	±1	8	7	17	37	31	±5	3.8	±0.2	
Air Force	100	±0	5	8	15	39	33	±3	3.9	±0.1	
Enlisted	100	±1	7	9	17	38	29	±2	3.7	±0.1	
E1 – E4	100	±1	9	8	18	35	29	±4	3.7	±0.1	
E5 – E9	100	±1	5	9	16	41	28	±3	3.8	±0.1	
Officers	100	±1	3	7	11	42	37	±4	4.0	±0.1	
O1 – O3	100	±1	3	8	9	45	35	±5	4.0	±0.1	
O4 – O6	100	±1	3	4	12	40	41	±5	4.1	±0.1	
<b>BLACK</b>	100	±1	6	5	16	38	35	±3	3.9	±0.1	
Army	100	±1	7	4	15	38	36	±5	3.9	±0.1	
Navy	100	±1	5	7	18	35	35	±4	3.9	±0.1	
Marine Corps	99	±1	4	7	15	41	33	±5	3.9	±0.1	
Air Force	100	±1	4	6	18	39	32	±4	3.9	±0.1	
Enlisted	100	±1	6	6	17	38	34	±3	3.9	±0.1	
E1 – E4	100	±1	8	6	22	34	30	±5	3.7	±0.2	
E5 – E9	100	±1	4	5	14	40	37	±3	4.0	±0.1	
Officers	100	±1	4	5	12	40	40	±4	4.1	±0.1	
O1 – O3	100	±1	4	5	16	41	34	±5	4.0	±0.1	
O4 – O6	100	±1	3	3	10	37	47	±6	4.2	±0.1	
<b>HISPANIC</b>	100	±1	8	7	15	36	35	±3	3.8	±0.1	
Army	100	±1	8	7	13	35	37	±5	3.8	±0.2	
Navy	100	±1	8	8	17	36	30	±5	3.7	±0.2	
Marine Corps	100	±1	7	5	16	37	35	±7	3.9	±0.2	
Air Force	100	±1	6	5	15	36	37	±6	3.9	±0.2	
Enlisted	100	±1	8	7	15	35	34	±3	3.8	±0.1	
E1 – E4	100	±1	11	7	16	33	33	±5	3.7	±0.2	
E5 – E9	100	±1	6	7	15	37	36	±3	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

33d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	2	3	12	43	40	±6	4.2	±0.1	
O1 – O3	100	±0	3	3	15	45	35	±8	4.1	±0.2	
O4 – O6	99	±1	2	4	10	41	44	±8	4.2	±0.1	
AIAN	100	±1	7	12	18	37	27	±11	3.7	±0.3	
Army	100	±1	10	7	22	27	35	±15	3.7	±0.4	
Navy	100	±1	5	NR	19	46	19	±14	3.6	±0.3	
Marine Corps	100	±0	5	NR	11	NR	14	±10	3.3	±0.6	
Air Force	100	±1	5	5	12	NR	28	±17	3.9	±0.2	
Enlisted	100	±1	7	13	13	39	28	±13	3.7	±0.3	
E1 – E4	100	±1	10	NR	14	36	27	±17	3.6	±0.5	
E5 – E9	100	±1	3	14	13	42	29	±11	3.8	±0.3	
Officers	100	±0	NR	2	NR	NR	NR	±2	3.5	±0.5	
O1 – O3	100	±0	NR	2	NR	21	NR	±17	NR		
O4 – O6	100	±0	3	1	NR	NR	NR	±5	NR		
ASIAN	100	±1	4	8	19	41	28	±4	3.8	±0.1	
Army	99	±1	6	10	24	35	24	±8	3.6	±0.2	
Navy	100	±1	3	8	16	41	32	±5	3.9	±0.2	
Marine Corps	100	±1	4	8	13	52	23	±12	3.8	±0.1	
Air Force	100	±1	4	6	21	43	26	±7	3.8	±0.2	
Enlisted	100	±1	5	9	20	40	27	±4	3.7	±0.1	
E1 – E4	100	±1	6	12	20	40	23	±8	3.6	±0.2	
E5 – E9	100	±1	4	6	21	39	29	±5	3.8	±0.1	
Officers	100	±1	1	6	13	46	33	±7	4.0	±0.2	
O1 – O3	100	±1	1	6	14	45	32	±10	4.0	±0.2	
O4 – O6	99	±1	2	4	10	48	36	±11	4.1	±0.2	
NHPI	100	±1	3	5	23	33	36	±11	3.9	±0.2	
Army	100	±0	2	NR	29	28	36	±17	3.9	±0.3	
Navy	100	±0	NR	5	NR	35	33	±12	3.8	±0.4	
Marine Corps	99	±2	2	3	12	41	42	±13	4.2	±0.2	
Air Force	100	±1	3	3	13	46	34	±13	4.0	±0.1	
Enlisted	100	±1	4	5	23	32	37	±11	3.9	±0.2	
Officers	100	±0	1	1	NR	NR	NR	±3	NR		
TWO OR MORE RACES	100	±1	6	8	18	40	29	±6	3.8	±0.2	
Army	100	±0	4	7	17	46	27	±12	3.8	±0.3	
Navy	100	±1	8	8	20	39	26	±9	3.7	±0.3	
Marine Corps	100	±0	NR	NR	19	29	NR	±17	3.6	±0.7	
Air Force	100	±1	4	8	17	36	35	±10	3.9	±0.2	
Enlisted	100	±1	6	7	18	39	29	±7	3.8	±0.2	
E1 – E4	100	±1	8	8	16	41	27	±11	3.7	±0.3	
E5 – E9	100	±0	4	7	20	38	31	±8	3.9	±0.2	
Officers	100	±0	4	9	16	41	30	±12	3.8	±0.3	
O1 – O3	100	±0	2	NR	15	47	25	±15	3.8	±0.3	
O4 – O6	100	±0	NR	7	NR	NR	NR	±6	3.6	±0.6	
COAST GUARD	100	±1	2	6	16	46	30	±3	4.0	±0.1	
White	100	±1	2	6	16	47	30	±4	4.0	±0.1	
Black	100	±1	3	5	15	43	34	±4	4.0	±0.1	
Hispanic	100	±1	3	5	17	44	31	±5	4.0	±0.1	
Other Race/Ethnicity	100	±1	3	5	20	43	29	±6	3.9	±0.2	
Enlisted	100	±1	3	6	17	46	29	±4	3.9	±0.1	
Officers	100	±1	1	5	12	48	34	±4	4.1	±0.1	
Male	100	±1	2	5	15	46	31	±3	4.0	±0.1	
Female	100	±1	4	7	20	43	26	±3	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	2	5	16	46	30	±3	4.0	±0.1	
Deployed Past 12 Months	100	±1	2	7	15	47	29	±6	3.9	±0.2	

NR: Not reportable



**33. How much do you agree or disagree with the following statements about the work you do at your workplace?****e. You are satisfied with your job as a whole.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree












































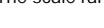

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	10	10	20	35	25	±2	3.6	±0.1	
Army	100	±1	10	11	20	34	25	±2	3.5	±0.1	
Navy	100	±1	10	11	20	36	24	±3	3.5	±0.1	
Marine Corps	99	±1	11	9	19	37	24	±4	3.5	±0.1	
Air Force	100	±1	8	10	18	36	28	±2	3.7	±0.1	
Enlisted	100	±1	11	11	21	34	24	±2	3.5	±0.1	
E1 – E4	100	±1	14	11	24	30	22	±3	3.3	±0.1	
E5 – E9	100	±1	8	10	19	37	26	±2	3.6	±0.1	
Officers	100	±1	5	9	12	42	31	±3	3.9	±0.1	
O1 – O3	100	±1	7	10	14	43	27	±4	3.7	±0.1	
O4 – O6	100	±1	4	8	11	41	37	±4	4.0	±0.1	
Male	100	±1	10	10	19	36	26	±2	3.6	±0.1	
Female	100	±1	11	13	21	33	23	±3	3.4	±0.1	
Not Deployed Past 12 Months	100	±1	9	10	19	36	27	±2	3.6	±0.1	
Deployed Past 12 Months	100	±1	11	12	20	34	23	±2	3.4	±0.1	
<b>WHITE</b>	100	±1	10	11	19	36	24	±2	3.5	±0.1	
Army	100	±1	11	12	20	34	24	±3	3.5	±0.1	
Navy	100	±1	10	11	19	37	23	±4	3.5	±0.1	
Marine Corps	99	±1	13	10	17	37	23	±5	3.5	±0.2	
Air Force	100	±1	8	10	18	37	28	±3	3.7	±0.1	
Enlisted	100	±1	11	11	21	34	22	±2	3.5	±0.1	
E1 – E4	100	±1	15	11	23	30	21	±4	3.3	±0.1	
E5 – E9	100	±1	8	11	19	38	24	±3	3.6	±0.1	
Officers	100	±1	5	10	11	42	32	±4	3.9	±0.1	
O1 – O3	100	±1	7	10	12	43	27	±5	3.7	±0.2	
O4 – O6	100	±1	3	8	10	41	37	±5	4.0	±0.1	
<b>BLACK</b>	99	±1	8	8	21	33	29	±3	3.7	±0.1	
Army	99	±1	8	8	22	31	31	±4	3.7	±0.2	
Navy	99	±1	9	9	21	32	29	±4	3.6	±0.1	
Marine Corps	99	±1	7	7	20	38	28	±5	3.7	±0.1	
Air Force	99	±1	8	8	21	36	27	±4	3.7	±0.1	
Enlisted	99	±1	8	8	22	32	29	±3	3.7	±0.1	
E1 – E4	99	±1	13	8	28	27	24	±5	3.4	±0.2	
E5 – E9	99	±1	6	8	18	36	32	±3	3.8	±0.1	
Officers	99	±2	6	7	14	40	33	±4	3.9	±0.1	
O1 – O3	98	±2	6	9	15	41	29	±5	3.8	±0.1	
O4 – O6	100	±1	4	6	10	41	39	±6	4.1	±0.1	
<b>HISPANIC</b>	100	±1	9	10	19	35	27	±3	3.6	±0.1	
Army	100	±1	11	9	16	36	28	±5	3.6	±0.2	
Navy	100	±1	10	11	22	34	23	±5	3.5	±0.2	
Marine Corps	99	±1	8	11	23	33	25	±6	3.6	±0.2	
Air Force	99	±1	6	9	19	34	31	±6	3.7	±0.2	
Enlisted	100	±1	10	10	20	34	26	±3	3.6	±0.1	
E1 – E4	100	±1	12	13	23	28	24	±5	3.4	±0.2	
E5 – E9	100	±1	8	8	17	38	28	±3	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

33e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	3	5	13	45	33	±6	4.0	±0.1	
O1 – O3	100	±1	4	6	14	47	29	±8	3.9	±0.2	
O4 – O6	100	±1	3	6	11	40	39	±8	4.1	±0.2	
AIAN	100	±1	14	9	24	33	20	±10	3.4	±0.3	
Army	100	±1	11	9	27	31	22	±15	3.4	±0.4	
Navy	100	±0	16	12	21	33	19	±14	3.3	±0.4	
Marine Corps	100	±0	NR	5	21	NR	14	±17	NR		
Air Force	100	±1	6	8	NR	NR	24	±18	3.7	±0.3	
Enlisted	100	±1	15	9	19	36	20	±12	3.4	±0.3	
E1 – E4	100	±1	NR	9	16	35	19	±15	3.2	±0.6	
E5 – E9	100	±1	10	10	22	36	22	±11	3.5	±0.3	
Officers	100	±0	NR	4	NR	15	NR	±11	3.3	±0.5	
O1 – O3	100	±0	NR	6	NR	21	18	±17	NR		
O4 – O6	100	±0	2	3	NR	11	NR	±15	NR		
ASIAN	99	±1	8	9	21	38	23	±4	3.6	±0.1	
Army	99	±1	11	10	22	38	18	±8	3.4	±0.2	
Navy	99	±1	7	7	19	37	29	±5	3.7	±0.2	
Marine Corps	100	±1	6	10	22	44	18	±14	3.6	±0.2	
Air Force	100	±1	6	11	25	36	23	±7	3.6	±0.2	
Enlisted	99	±1	9	9	23	36	23	±4	3.5	±0.1	
E1 – E4	99	±1	13	10	25	34	18	±8	3.3	±0.2	
E5 – E9	100	±1	6	9	21	37	27	±5	3.7	±0.1	
Officers	100	±1	2	9	16	48	25	±7	3.8	±0.2	
O1 – O3	100	±1	2	12	18	45	23	±10	3.7	±0.2	
O4 – O6	100	±1	2	4	12	55	26	±10	4.0	±0.1	
NHPI	99	±2	5	9	22	35	30	±11	3.8	±0.2	
Army	99	±2	4	9	23	34	30	±18	3.8	±0.3	
Navy	98	±4	NR	9	NR	32	30	±13	3.7	±0.4	
Marine Corps	100	±0	3	8	26	27	36	±14	3.8	±0.3	
Air Force	100	±1	5	8	13	45	29	±13	3.8	±0.1	
Enlisted	99	±2	5	8	23	34	31	±11	3.8	±0.2	
Officers	100	±0	NR	NR	6	NR	NR	±8	NR		
TWO OR MORE RACES	100	±1	13	12	23	31	22	±6	3.4	±0.2	
Army	99	±2	12	10	27	34	17	±13	3.3	±0.4	
Navy	100	±0	14	13	24	32	17	±9	3.3	±0.3	
Marine Corps	100	±1	NR	7	16	29	NR	±17	3.4	±0.7	
Air Force	100	±1	9	17	19	25	30	±10	3.5	±0.3	
Enlisted	100	±1	14	12	23	30	21	±7	3.3	±0.2	
E1 – E4	99	±2	20	10	23	28	20	±11	3.2	±0.3	
E5 – E9	100	±1	7	15	23	33	22	±8	3.5	±0.2	
Officers	100	±1	5	10	22	35	28	±13	3.7	±0.3	
O1 – O3	100	±1	3	NR	25	38	24	±16	3.7	±0.3	
O4 – O6	100	±0	NR	NR	NR	NR	NR		3.4	±0.7	
COAST GUARD	100	±1	4	8	17	45	27	±3	3.8	±0.1	
White	100	±1	3	8	16	46	27	±4	3.9	±0.1	
Black	100	±1	5	9	20	39	27	±4	3.7	±0.1	
Hispanic	100	±1	5	7	18	43	27	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	4	10	18	39	30	±7	3.8	±0.2	
Enlisted	100	±1	4	8	17	44	26	±4	3.8	±0.1	
Officers	100	±1	1	8	13	46	31	±4	4.0	±0.1	
Male	100	±1	3	8	16	45	28	±3	3.9	±0.1	
Female	100	±1	6	11	21	40	22	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	3	8	16	46	27	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	5	10	18	41	26	±6	3.7	±0.2	

NR: Not reportable

33. Work Satisfaction scale: Constructed from Q33a-d. Work Satisfaction can be defined as a sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills.

	Percent Responding		Mean	Max ME	Work Satisfaction
TOTAL DOD	99	±1	3.7	±0.1	
Army	99	±1	3.7	±0.1	
Navy	99	±1	3.7	±0.1	
Marine Corps	98	±1	3.6	±0.1	
Air Force	99	±1	3.8	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.5	±0.1	
E5 – E9	99	±1	3.8	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	99	±1	3.9	±0.1	
O4 – O6	99	±1	4.1	±0.1	
Male	99	±1	3.7	±0.1	
Female	99	±1	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	3.7	±0.1	
Deployed Past 12 Months	99	±1	3.6	±0.1	
WHITE	99	±1	3.6	±0.1	
Army	99	±1	3.6	±0.1	
Navy	99	±1	3.7	±0.1	
Marine Corps	99	±2	3.6	±0.2	
Air Force	99	±1	3.8	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.4	±0.1	
E5 – E9	99	±1	3.7	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	99	±1	3.9	±0.1	
O4 – O6	99	±1	4.1	±0.1	
BLACK	98	±1	3.8	±0.1	
Army	97	±2	3.8	±0.1	
Navy	98	±2	3.7	±0.1	
Marine Corps	98	±2	3.8	±0.1	
Air Force	98	±1	3.8	±0.1	
Enlisted	98	±1	3.8	±0.1	
E1 – E4	98	±2	3.6	±0.2	
E5 – E9	97	±2	3.9	±0.1	
Officers	98	±2	4.0	±0.1	
O1 – O3	98	±2	3.9	±0.1	
O4 – O6	99	±1	4.1	±0.1	
HISPANIC	98	±1	3.7	±0.1	
Army	99	±1	3.7	±0.1	
Navy	98	±2	3.6	±0.2	
Marine Corps	97	±3	3.7	±0.2	
Air Force	98	±2	3.8	±0.2	
Enlisted	98	±1	3.7	±0.1	
E1 – E4	98	±2	3.5	±0.2	
E5 – E9	98	±1	3.8	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate more satisfying experiences. Cronbach's coefficient alpha = 0.93.

33. Continued	Percent Responding		Mean	Max ME	Work Satisfaction
Officers	98	±2	4.1	±0.1	
O1 – O3	98	±4	4.0	±0.1	
O4 – O6	98	±1	4.2	±0.1	
AIAN	100	±1	3.5	±0.3	
Army	100	±1	3.6	±0.4	
Navy	99	±2	3.5	±0.3	
Marine Corps	99	±1	NR		
Air Force	100	±1	3.8	±0.3	
Enlisted	99	±1	3.6	±0.3	
E1 – E4	100	±1	3.4	±0.5	
E5 – E9	99	±1	3.7	±0.2	
Officers	100	±1	3.5	±0.5	
O1 – O3	100	±1	NR		
O4 – O6	100	±1	NR		
ASIAN	99	±1	3.7	±0.1	
Army	99	±1	3.5	±0.2	
Navy	99	±1	3.8	±0.2	
Marine Corps	99	±1	3.7	±0.1	
Air Force	99	±1	3.7	±0.1	
Enlisted	99	±1	3.7	±0.1	
E1 – E4	99	±1	3.5	±0.2	
E5 – E9	99	±1	3.8	±0.1	
Officers	99	±1	3.9	±0.2	
O1 – O3	99	±1	3.8	±0.2	
O4 – O6	99	±1	4.1	±0.2	
NHPI	98	±2	3.9	±0.2	
Army	98	±3	3.9	±0.3	
Navy	98	±4	3.7	±0.4	
Marine Corps	98	±3	4.0	±0.3	
Air Force	99	±1	3.9	±0.1	
Enlisted	98	±2	3.9	±0.2	
Officers	100	±0	NR		
TWO OR MORE RACES	99	±1	3.6	±0.2	
Army	99	±2	3.6	±0.3	
Navy	100	±1	3.5	±0.3	
Marine Corps	99	±2	3.7	±0.6	
Air Force	99	±1	3.6	±0.2	
Enlisted	99	±1	3.6	±0.2	
E1 – E4	99	±2	3.5	±0.3	
E5 – E9	100	±1	3.7	±0.2	
Officers	100	±1	3.8	±0.3	
O1 – O3	100	±1	3.8	±0.3	
O4 – O6	100	±0	3.5	±0.6	
COAST GUARD	99	±1	3.9	±0.1	
White	99	±1	3.9	±0.1	
Black	99	±1	3.9	±0.1	
Hispanic	99	±1	3.8	±0.1	
Other Race/Ethnicity	100	±1	3.9	±0.2	
Enlisted	99	±1	3.8	±0.1	
Officers	100	±1	4.0	±0.1	
Male	99	±1	3.9	±0.1	
Female	99	±1	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	3.9	±0.1	
Deployed Past 12 Months	99	±1	3.8	±0.1	

NR: Not reportable

## 34. Overall, how well prepared...

## a. Are you to perform your wartime job?

1. Very poorly prepared  
4. Well prepared

2. Poorly prepared  
5. Very well prepared

3. Neither well nor poorly prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	5	17	41	35	±2	4.0	±0.1	
Army	100	±1	3	5	16	40	36	±3	4.0	±0.1	
Navy	100	±1	2	5	20	44	29	±3	3.9	±0.1	
Marine Corps	99	±2	3	4	15	38	40	±4	4.1	±0.1	
Air Force	100	±1	2	4	18	41	34	±3	4.0	±0.1	
Enlisted	99	±1	3	5	17	40	35	±2	4.0	±0.1	
E1 – E4	99	±1	4	5	21	38	31	±3	3.9	±0.1	
E5 – E9	100	±1	2	4	14	41	39	±2	4.1	±0.1	
Officers	100	±1	1	4	17	47	31	±3	4.0	±0.1	
O1 – O3	100	±1	1	5	20	48	27	±4	3.9	±0.1	
O4 – O6	100	±1	1	3	15	47	35	±4	4.1	±0.1	
Male	99	±1	2	4	16	41	36	±2	4.0	±0.1	
Female	100	±1	4	7	26	39	24	±3	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	3	5	21	40	31	±2	3.9	±0.1	
Deployed Past 12 Months	100	±1	2	5	12	41	41	±2	4.1	±0.1	
WHITE	99	±1	2	5	17	41	35	±2	4.0	±0.1	
Army	100	±1	3	5	15	41	36	±3	4.0	±0.1	
Navy	100	±1	2	5	19	44	30	±4	3.9	±0.1	
Marine Corps	98	±2	3	5	16	37	40	±5	4.1	±0.2	
Air Force	100	±1	1	5	18	41	35	±3	4.0	±0.1	
Enlisted	99	±1	3	5	17	39	36	±2	4.0	±0.1	
E1 – E4	99	±1	4	6	21	38	31	±4	3.8	±0.1	
E5 – E9	100	±1	1	4	13	41	40	±3	4.1	±0.1	
Officers	100	±1	1	4	17	46	31	±4	4.0	±0.1	
O1 – O3	100	±1	1	5	19	47	27	±5	4.0	±0.1	
O4 – O6	100	±1	1	3	15	47	35	±5	4.1	±0.1	
BLACK	99	±1	3	4	19	40	34	±3	4.0	±0.1	
Army	99	±1	3	4	20	36	38	±5	4.0	±0.1	
Navy	99	±1	3	5	22	43	28	±4	3.9	±0.1	
Marine Corps	99	±1	2	4	13	40	42	±5	4.2	±0.1	
Air Force	99	±1	2	5	19	45	30	±4	4.0	±0.1	
Enlisted	99	±1	3	4	20	39	35	±3	4.0	±0.1	
E1 – E4	99	±2	3	4	25	36	31	±5	3.9	±0.2	
E5 – E9	99	±1	3	4	16	40	37	±3	4.1	±0.1	
Officers	100	±1	1	4	17	48	30	±4	4.0	±0.1	
O1 – O3	100	±1	2	5	22	46	24	±5	3.9	±0.1	
O4 – O6	100	±1	1	3	13	47	36	±6	4.2	±0.1	
HISPANIC	100	±1	3	5	16	40	37	±3	4.0	±0.1	
Army	100	±1	4	7	14	37	38	±5	4.0	±0.1	
Navy	100	±1	3	5	19	43	30	±5	3.9	±0.2	
Marine Corps	100	±1	3	2	13	41	40	±7	4.1	±0.2	
Air Force	100	±1	2	3	17	42	37	±6	4.1	±0.1	
Enlisted	100	±1	3	5	15	39	37	±3	4.0	±0.1	
E1 – E4	100	±1	5	5	17	38	35	±5	3.9	±0.2	
E5 – E9	100	±1	3	5	13	40	39	±3	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

34a. Continued	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
Officers	100	±1	1	4	20	46	30	±6	4.0	±0.1	
O1 – O3	100	±1	1	4	23	46	25	±8	3.9	±0.2	
O4 – O6	100	±1	1	3	14	42	41	±8	4.2	±0.2	
AIAN	100	±1	2	6	24	36	32	±10	3.9	±0.2	
Army	100	±1	2	NR	19	40	29	±15	3.8	±0.3	
Navy	100	±0	2	3	24	37	33	±13	4.0	±0.3	
Marine Corps	100	±1	2	2	NR	NR	23	±15	3.7	±0.4	
Air Force	100	±1	1	1	NR	27	NR	±11	4.3	±0.3	
Enlisted	100	±1	2	6	25	35	32	±11	3.9	±0.2	
E1 – E4	100	±0	3	NR	33	35	19	±17	3.6	±0.3	
E5 – E9	100	±1	1	2	17	34	46	±10	4.2	±0.2	
Officers	100	±0	1	1	NR	NR	NR	±2	4.1	±0.3	
O1 – O3	100	±0	2	2	NR	23	NR	±18	NR		
O4 – O6	100	±0	1	1	NR	NR	NR	±2	NR		
ASIAN	100	±1	1	4	19	47	29	±4	4.0	±0.1	
Army	99	±1	1	5	19	48	27	±7	4.0	±0.1	
Navy	99	±1	1	3	20	50	26	±5	4.0	±0.1	
Marine Corps	100	±1	2	8	16	40	35	±15	4.0	±0.3	
Air Force	100	±1	1	4	18	44	33	±7	4.0	±0.2	
Enlisted	99	±1	1	4	20	45	30	±4	4.0	±0.1	
E1 – E4	99	±1	2	4	23	45	26	±7	3.9	±0.2	
E5 – E9	100	±1	1	4	17	45	33	±5	4.1	±0.1	
Officers	100	±1	1	3	16	56	24	±7	4.0	±0.1	
O1 – O3	100	±1	1	3	17	58	21	±9	3.9	±0.2	
O4 – O6	100	±1	0	4	15	54	27	±11	4.0	±0.2	
NHPI	100	±1	2	6	16	47	30	±10	4.0	±0.2	
Army	100	±1	1	7	12	48	32	±15	4.0	±0.3	
Navy	100	±0	NR	10	24	36	24	±18	3.6	±0.4	
Marine Corps	100	±0	0	1	23	54	22	±15	4.0	±0.2	
Air Force	100	±1	1	2	14	49	33	±12	4.1	±0.1	
Enlisted	100	±1	2	6	15	48	29	±10	4.0	±0.2	
Officers	100	±0	NR	0	NR	NR	NR	±2	NR		
TWO OR MORE RACES	100	±1	4	4	21	40	31	±6	3.9	±0.2	
Army	100	±0	2	3	20	46	28	±12	4.0	±0.2	
Navy	100	±0	5	2	25	38	29	±9	3.8	±0.2	
Marine Corps	100	±1	NR	1	16	29	NR	±15	4.0	±0.7	
Air Force	100	±1	3	7	19	39	32	±9	3.9	±0.2	
Enlisted	100	±1	4	4	19	40	33	±7	3.9	±0.2	
E1 – E4	100	±1	5	2	22	41	30	±11	3.9	±0.3	
E5 – E9	100	±1	3	5	16	38	37	±8	4.0	±0.2	
Officers	100	±0	3	3	30	44	20	±14	3.7	±0.3	
O1 – O3	100	±0	1	4	32	45	18	±16	3.8	±0.3	
O4 – O6	100	±0	NR	1	NR	NR	NR	±2	3.8	±0.6	
COAST GUARD	100	±1	3	6	29	42	20	±3	3.7	±0.1	
White	100	±1	3	6	29	43	19	±4	3.7	±0.1	
Black	99	±1	2	4	35	38	21	±4	3.7	±0.1	
Hispanic	99	±1	4	8	27	39	22	±5	3.7	±0.1	
Other Race/Ethnicity	99	±1	3	7	30	42	17	±7	3.6	±0.2	
Enlisted	99	±1	3	7	29	42	20	±4	3.7	±0.1	
Officers	100	±1	2	4	29	46	20	±5	3.8	±0.1	
Male	100	±1	2	6	28	43	20	±3	3.7	±0.1	
Female	99	±1	4	6	38	37	14	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	2	7	29	42	19	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	4	5	28	42	21	±6	3.7	±0.2	

NR: Not reportable

## 34. Overall, how well prepared...

## b. Is your unit to perform its wartime mission?

1. Very poorly prepared  
4. Well prepared

2. Poorly prepared  
5. Very well prepared

3. Neither well nor poorly prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	7	23	39	26	±2	3.8	±0.1	
Army	100	±1	7	9	25	36	23	±2	3.6	±0.1	
Navy	100	±1	2	7	25	41	24	±3	3.8	±0.1	
Marine Corps	99	±1	4	5	23	39	30	±4	3.9	±0.1	
Air Force	100	±1	2	4	20	43	31	±3	4.0	±0.1	
Enlisted	100	±1	5	7	23	38	26	±2	3.7	±0.1	
E1 – E4	100	±1	6	8	22	37	27	±3	3.7	±0.1	
E5 – E9	100	±1	4	7	24	39	25	±2	3.7	±0.1	
Officers	100	±1	2	5	23	44	25	±3	3.9	±0.1	
O1 – O3	100	±1	2	5	23	46	24	±4	3.8	±0.1	
O4 – O6	99	±1	2	4	24	43	27	±4	3.9	±0.1	
Male	100	±1	4	7	22	39	27	±2	3.8	±0.1	
Female	100	±1	5	7	29	40	20	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	4	7	26	39	25	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	4	8	20	41	28	±2	3.8	±0.1	
WHITE	100	±1	4	7	23	40	26	±2	3.8	±0.1	
Army	100	±1	8	10	23	37	23	±3	3.6	±0.1	
Navy	100	±1	2	8	25	42	24	±4	3.8	±0.1	
Marine Corps	99	±2	4	5	24	39	28	±5	3.8	±0.1	
Air Force	100	±0	2	5	20	43	30	±3	4.0	±0.1	
Enlisted	100	±1	5	8	23	39	26	±2	3.7	±0.1	
E1 – E4	100	±1	6	8	21	39	26	±4	3.7	±0.1	
E5 – E9	100	±1	4	8	25	38	25	±3	3.7	±0.1	
Officers	100	±1	2	5	22	45	26	±4	3.9	±0.1	
O1 – O3	100	±1	2	5	21	47	24	±5	3.9	±0.1	
O4 – O6	100	±1	2	3	23	44	28	±5	3.9	±0.1	
BLACK	99	±1	3	6	26	37	27	±3	3.8	±0.1	
Army	99	±1	5	8	31	33	24	±4	3.6	±0.1	
Navy	99	±1	2	6	25	40	27	±4	3.8	±0.1	
Marine Corps	100	±1	2	5	20	39	34	±5	4.0	±0.1	
Air Force	100	±1	1	3	19	43	33	±4	4.0	±0.1	
Enlisted	99	±1	3	6	26	37	28	±3	3.8	±0.1	
E1 – E4	99	±1	4	7	28	31	30	±5	3.8	±0.2	
E5 – E9	100	±1	3	6	25	40	26	±3	3.8	±0.1	
Officers	99	±2	2	4	26	43	24	±4	3.8	±0.1	
O1 – O3	100	±1	2	5	28	45	20	±5	3.8	±0.1	
O4 – O6	99	±1	1	3	23	45	29	±6	4.0	±0.1	
HISPANIC	100	±1	5	7	23	38	27	±3	3.7	±0.1	
Army	100	±1	8	11	24	35	23	±5	3.6	±0.1	
Navy	100	±1	3	7	25	39	26	±5	3.8	±0.2	
Marine Corps	100	±1	5	4	21	38	33	±7	3.9	±0.2	
Air Force	100	±1	2	4	20	43	31	±6	4.0	±0.2	
Enlisted	100	±1	6	7	23	37	28	±3	3.7	±0.1	
E1 – E4	100	±1	6	7	22	35	30	±5	3.8	±0.2	
E5 – E9	100	±1	5	8	23	38	26	±3	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

34b. Continued	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
Officers	100	±1	2	5	23	47	23	±6	3.8	±0.1	
O1 – O3	100	±0	2	4	24	43	27	±8	3.9	±0.2	
O4 – O6	100	±1	1	7	22	46	24	±8	3.9	±0.2	
AIAN	100	±1	10	8	29	30	23	±10	3.5	±0.3	
Army	100	±0	16	NR	25	27	19	±17	3.2	±0.4	
Navy	100	±0	NR	8	23	33	27	±13	3.6	±0.4	
Marine Corps	100	±0	2	3	NR	25	NR	±17	3.8	±0.5	
Air Force	100	±1	2	3	NR	NR	21	±9	3.7	±0.3	
Enlisted	100	±1	10	5	30	31	23	±11	3.5	±0.3	
E1 – E4	100	±0	NR	5	33	24	24	±18	3.4	±0.4	
E5 – E9	100	±1	6	6	28	38	23	±10	3.6	±0.2	
Officers	100	±0	NR	NR	NR	NR	NR		NR		
O1 – O3	100	±0	NR	3	NR	22	20	±18	NR		
O4 – O6	100	±0	1	NR	NR	11	NR	±15	NR		
ASIAN	100	±1	3	5	24	43	25	±4	3.8	±0.1	
Army	100	±1	5	7	29	40	19	±7	3.6	±0.2	
Navy	100	±1	1	4	22	48	25	±5	3.9	±0.1	
Marine Corps	100	±1	5	4	22	34	35	±16	3.9	±0.4	
Air Force	100	±1	1	3	20	45	30	±6	4.0	±0.1	
Enlisted	100	±1	3	5	23	43	26	±4	3.8	±0.1	
E1 – E4	100	±1	3	5	21	44	27	±7	3.9	±0.2	
E5 – E9	100	±1	3	5	24	42	25	±5	3.8	±0.1	
Officers	100	±1	1	4	28	45	22	±8	3.8	±0.2	
O1 – O3	100	±1	2	5	26	45	22	±12	3.8	±0.2	
O4 – O6	100	±0	1	3	32	46	18	±13	3.8	±0.2	
NHPI	100	±1	3	10	24	40	24	±10	3.7	±0.2	
Army	99	±2	2	13	27	37	21	±17	3.6	±0.3	
Navy	100	±0	NR	9	25	35	23	±18	3.6	±0.4	
Marine Corps	100	±0	1	1	20	45	33	±14	4.1	±0.2	
Air Force	100	±1	1	3	13	50	33	±12	4.1	±0.1	
Enlisted	100	±1	3	9	25	41	23	±11	3.7	±0.2	
Officers	100	±0	NR	NR	13	NR	NR	±16	NR		
TWO OR MORE RACES	100	±1	5	8	25	40	22	±6	3.7	±0.2	
Army	100	±0	9	13	28	34	17	±14	3.4	±0.4	
Navy	100	±1	4	8	30	36	22	±10	3.6	±0.2	
Marine Corps	100	±1	2	3	NR	NR	NR	±3	3.9	±0.3	
Air Force	100	±1	2	2	16	48	32	±9	4.0	±0.2	
Enlisted	100	±1	6	8	23	40	24	±7	3.7	±0.2	
E1 – E4	100	±1	8	8	22	40	22	±11	3.6	±0.3	
E5 – E9	100	±1	3	7	24	40	26	±8	3.8	±0.2	
Officers	100	±1	3	7	37	40	13	±13	3.5	±0.2	
O1 – O3	100	±1	1	8	37	41	14	±16	3.6	±0.3	
O4 – O6	100	±1	NR	5	NR	NR	14	±8	3.4	±0.5	
COAST GUARD	100	±1	4	8	32	40	16	±3	3.5	±0.1	
White	100	±1	5	9	31	40	16	±4	3.5	±0.1	
Black	99	±1	3	6	35	38	19	±4	3.6	±0.1	
Hispanic	99	±1	5	8	32	37	18	±5	3.5	±0.1	
Other Race/Ethnicity	100	±1	3	8	32	41	15	±7	3.6	±0.1	
Enlisted	100	±1	5	9	32	38	16	±4	3.5	±0.1	
Officers	99	±1	3	5	29	45	17	±5	3.7	±0.1	
Male	100	±1	4	9	31	40	16	±3	3.6	±0.1	
Female	99	±1	4	6	37	38	14	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	4	7	32	40	17	±3	3.6	±0.1	
Deployed Past 12 Months	100	±1	7	13	29	38	14	±6	3.4	±0.2	

NR: Not reportable



## 35. How would you rate...

## a. Your current level of morale?

1. Very low  
4. High2. Low  
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL DOD	99	±1	10	14	32	28	15	±2	3.2	±0.1	
Army	99	±1	12	15	32	26	15	±2	3.2	±0.1	
Navy	99	±1	11	14	32	28	14	±3	3.2	±0.1	
Marine Corps	99	±1	10	14	28	29	18	±4	3.3	±0.1	
Air Force	99	±1	8	13	33	29	16	±2	3.3	±0.1	
Enlisted	99	±1	12	15	32	26	15	±2	3.2	±0.1	
E1 – E4	99	±1	16	17	30	23	14	±3	3.0	±0.1	
E5 – E9	99	±1	8	13	34	29	16	±2	3.3	±0.1	
Officers	100	±1	4	11	30	36	19	±3	3.5	±0.1	
O1 – O3	100	±1	5	12	34	34	16	±4	3.4	±0.1	
O4 – O6	100	±1	3	9	26	40	22	±4	3.7	±0.1	
Male	99	±1	10	14	31	28	16	±2	3.3	±0.1	
Female	99	±1	11	17	35	25	13	±3	3.1	±0.1	
Not Deployed Past 12 Months	99	±1	9	14	32	28	17	±2	3.3	±0.1	
Deployed Past 12 Months	99	±1	13	15	32	27	13	±2	3.1	±0.1	
WHITE	99	±1	10	15	32	28	15	±2	3.2	±0.1	
Army	99	±1	12	15	33	27	14	±3	3.2	±0.1	
Navy	99	±1	11	15	32	28	14	±4	3.2	±0.1	
Marine Corps	99	±2	12	16	27	29	17	±5	3.2	±0.2	
Air Force	99	±1	7	14	33	30	15	±3	3.3	±0.1	
Enlisted	99	±1	12	16	32	26	14	±2	3.1	±0.1	
E1 – E4	99	±1	17	19	29	23	13	±3	3.0	±0.1	
E5 – E9	99	±1	8	13	35	29	14	±3	3.3	±0.1	
Officers	100	±1	4	11	31	36	19	±3	3.6	±0.1	
O1 – O3	100	±1	4	12	35	34	15	±5	3.4	±0.1	
O4 – O6	100	±1	3	9	26	40	22	±5	3.7	±0.1	
BLACK	99	±1	10	12	33	27	18	±3	3.3	±0.1	
Army	98	±2	11	13	33	25	17	±5	3.2	±0.2	
Navy	99	±1	10	11	33	29	17	±4	3.3	±0.1	
Marine Corps	99	±1	7	11	29	29	24	±5	3.5	±0.2	
Air Force	99	±1	9	12	35	26	18	±4	3.3	±0.1	
Enlisted	99	±1	10	12	34	26	18	±3	3.3	±0.1	
E1 – E4	99	±2	14	15	32	22	17	±5	3.1	±0.2	
E5 – E9	99	±1	8	11	35	28	18	±3	3.4	±0.1	
Officers	99	±1	5	9	31	34	21	±4	3.6	±0.1	
O1 – O3	99	±1	5	11	33	32	19	±5	3.5	±0.2	
O4 – O6	99	±1	4	7	26	39	25	±6	3.7	±0.1	
HISPANIC	99	±1	11	12	31	29	18	±3	3.3	±0.1	
Army	99	±1	12	12	28	28	20	±4	3.3	±0.2	
Navy	100	±1	12	13	32	32	11	±5	3.2	±0.2	
Marine Corps	99	±1	6	12	33	28	20	±7	3.4	±0.2	
Air Force	100	±1	12	11	31	28	18	±6	3.3	±0.2	
Enlisted	99	±1	11	13	31	28	18	±3	3.3	±0.1	
E1 – E4	99	±1	14	13	33	23	17	±5	3.2	±0.2	
E5 – E9	100	±1	9	12	30	32	18	±3	3.4	±0.1	

Note. Percent responding are active duty members who answered the question.

35a. Continued	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
Officers	100	±1	4	8	25	44	19	±6	3.7	±0.1	
O1 – O3	100	±1	5	8	30	38	19	±8	3.6	±0.2	
O4 – O6	100	±1	4	7	22	45	22	±8	3.7	±0.1	
AIAN	99	±1	13	19	35	22	11	±10	3.0	±0.3	
Army	99	±1	10	22	35	25	9	±15	3.0	±0.3	
Navy	99	±2	15	24	29	21	12	±16	2.9	±0.3	
Marine Corps	100	±1	NR	13	NR	21	10	±16	NR		
Air Force	100	±1	5	10	NR	16	NR	±8	3.3	±0.3	
Enlisted	99	±1	15	18	34	21	11	±11	3.0	±0.3	
E1 – E4	100	±1	NR	20	28	21	9	±15	2.8	±0.5	
E5 – E9	99	±1	9	16	40	21	13	±11	3.1	±0.2	
Officers	100	±1	2	NR	NR	NR	9	±7	3.2	±0.4	
O1 – O3	99	±1	2	NR	13	16	16	±15	2.9	±0.7	
O4 – O6	100	±0	2	NR	NR	NR	5	±7	3.2	±0.4	
ASIAN	99	±1	9	12	34	30	15	±3	3.3	±0.1	
Army	99	±2	14	15	35	27	9	±8	3.0	±0.2	
Navy	99	±2	8	11	31	33	17	±5	3.4	±0.1	
Marine Corps	99	±1	6	10	30	31	22	±15	3.5	±0.3	
Air Force	99	±1	6	13	38	29	15	±6	3.3	±0.2	
Enlisted	99	±1	10	13	34	30	14	±4	3.2	±0.1	
E1 – E4	99	±1	12	15	31	28	14	±7	3.2	±0.2	
E5 – E9	99	±1	8	11	36	31	13	±5	3.3	±0.1	
Officers	99	±1	6	11	33	31	19	±9	3.5	±0.2	
O1 – O3	99	±1	7	14	30	29	20	±12	3.4	±0.3	
O4 – O6	100	±1	3	7	36	35	19	±13	3.6	±0.2	
NHPI	100	±1	9	11	34	32	15	±10	3.3	±0.2	
Army	100	±1	9	11	33	34	12	±16	3.3	±0.3	
Navy	100	±1	11	13	28	29	19	±16	3.3	±0.4	
Marine Corps	100	±1	4	7	31	42	17	±14	3.6	±0.2	
Air Force	99	±1	6	10	43	24	18	±14	3.4	±0.2	
Enlisted	100	±1	9	10	35	32	15	±11	3.3	±0.2	
Officers	100	±0	1	NR	NR	NR	12	±15	NR		
TWO OR MORE RACES	100	±1	14	21	30	21	14	±6	3.0	±0.2	
Army	100	±1	17	30	29	14	11	±13	2.7	±0.3	
Navy	100	±1	15	19	34	21	11	±9	2.9	±0.3	
Marine Corps	100	±1	NR	5	25	NR	NR	±15	3.4	±0.6	
Air Force	99	±2	9	20	29	23	19	±10	3.2	±0.3	
Enlisted	100	±1	16	22	29	20	14	±7	2.9	±0.2	
E1 – E4	100	±1	23	23	23	19	11	±11	2.7	±0.3	
E5 – E9	99	±1	7	20	36	21	17	±8	3.2	±0.2	
Officers	100	±1	4	18	36	29	13	±12	3.3	±0.3	
O1 – O3	99	±1	2	19	38	34	7	±16	3.2	±0.3	
O4 – O6	100	±1	NR	NR	NR	18	NR	±11	3.2	±0.6	
COAST GUARD	100	±1	7	14	37	31	12	±3	3.3	±0.1	
White	100	±1	6	14	37	31	12	±4	3.3	±0.1	
Black	99	±1	8	11	37	30	15	±4	3.3	±0.1	
Hispanic	99	±2	9	14	38	27	11	±4	3.2	±0.1	
Other Race/Ethnicity	100	±0	7	15	34	34	9	±7	3.2	±0.2	
Enlisted	100	±1	8	15	37	29	11	±4	3.2	±0.1	
Officers	100	±1	3	9	35	38	16	±4	3.6	±0.1	
Male	100	±1	7	13	37	31	12	±3	3.3	±0.1	
Female	100	±1	9	18	38	27	9	±3	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	6	13	36	33	12	±3	3.3	±0.1	
Deployed Past 12 Months	99	±2	9	16	40	25	10	±6	3.1	±0.2	

NR: Not reportable

## 35. How would you rate...

## b. The current level of morale in your unit?

1. Very low  
4. High2. Low  
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL DOD	99	±1	10	18	39	24	9	±2	3.1	±0.1	
Army	99	±1	11	19	40	22	8	±3	3.0	±0.1	
Navy	99	±1	11	18	38	26	8	±3	3.0	±0.1	
Marine Corps	99	±1	7	17	37	27	12	±4	3.2	±0.1	
Air Force	99	±1	9	16	40	26	10	±3	3.1	±0.1	
Enlisted	99	±1	11	19	39	22	8	±2	3.0	±0.1	
E1 – E4	99	±1	14	20	37	21	9	±3	2.9	±0.1	
E5 – E9	99	±1	9	18	41	24	8	±2	3.0	±0.1	
Officers	99	±1	3	11	39	35	12	±3	3.4	±0.1	
O1 – O3	99	±1	4	12	43	32	10	±4	3.3	±0.1	
O4 – O6	100	±1	3	8	34	41	14	±4	3.6	±0.1	
Male	99	±1	10	17	38	25	9	±2	3.1	±0.1	
Female	99	±1	11	19	43	21	7	±3	2.9	±0.1	
Not Deployed Past 12 Months	99	±1	9	16	39	26	10	±2	3.1	±0.1	
Deployed Past 12 Months	100	±1	12	20	39	22	7	±2	2.9	±0.1	
WHITE	99	±1	9	18	39	25	9	±2	3.1	±0.1	
Army	99	±1	10	20	40	23	8	±3	3.0	±0.1	
Navy	99	±1	10	17	39	26	8	±4	3.0	±0.1	
Marine Corps	99	±1	8	20	35	27	11	±5	3.1	±0.2	
Air Force	99	±1	8	16	40	26	10	±3	3.1	±0.1	
Enlisted	99	±1	11	20	39	22	8	±2	3.0	±0.1	
E1 – E4	99	±1	13	22	36	21	7	±4	2.9	±0.1	
E5 – E9	100	±1	8	19	42	23	8	±3	3.0	±0.1	
Officers	99	±1	3	11	38	36	12	±4	3.4	±0.1	
O1 – O3	100	±1	4	12	42	33	9	±5	3.3	±0.1	
O4 – O6	100	±1	2	8	34	42	15	±5	3.6	±0.1	
BLACK	99	±1	10	16	41	23	10	±3	3.1	±0.1	
Army	99	±2	12	16	42	21	9	±5	3.0	±0.1	
Navy	99	±1	10	17	39	25	10	±4	3.1	±0.1	
Marine Corps	99	±1	6	11	39	29	15	±5	3.4	±0.1	
Air Force	99	±1	9	15	41	25	10	±4	3.1	±0.1	
Enlisted	99	±1	11	16	41	23	10	±3	3.0	±0.1	
E1 – E4	99	±2	13	16	40	20	11	±5	3.0	±0.2	
E5 – E9	99	±1	10	17	41	24	8	±3	3.0	±0.1	
Officers	99	±1	4	10	43	30	13	±4	3.4	±0.1	
O1 – O3	99	±1	4	11	47	27	12	±5	3.3	±0.1	
O4 – O6	99	±1	3	7	36	38	16	±6	3.6	±0.1	
HISPANIC	99	±1	12	16	38	23	11	±3	3.0	±0.1	
Army	99	±1	14	17	38	18	12	±5	3.0	±0.2	
Navy	100	±1	14	18	37	26	6	±5	2.9	±0.2	
Marine Corps	99	±1	7	13	41	28	11	±7	3.2	±0.2	
Air Force	100	±1	11	14	37	26	12	±6	3.1	±0.2	
Enlisted	100	±1	13	17	38	22	10	±3	3.0	±0.1	
E1 – E4	100	±1	16	16	37	19	12	±5	3.0	±0.2	
E5 – E9	99	±1	11	17	39	24	9	±3	3.0	±0.1	

Note. Percent responding are active duty members who answered the question.

35b. Continued	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
Officers	99	±2	3	9	37	38	12	±6	3.5	±0.1	
O1 – O3	98	±3	5	8	36	38	13	±8	3.5	±0.2	
O4 – O6	100	±1	2	8	40	38	12	±8	3.5	±0.1	
AIAN	99	±1	14	12	45	22	6	±10	3.0	±0.2	
Army	99	±1	NR	11	36	25	6	±15	2.8	±0.4	
Navy	99	±2	10	17	45	21	7	±13	3.0	±0.2	
Marine Corps	100	±1	3	12	NR	22	5	±17	3.2	±0.2	
Air Force	100	±1	7	11	59	17	6	±15	3.1	±0.1	
Enlisted	99	±1	12	13	47	21	7	±9	3.0	±0.2	
E1 – E4	99	±1	17	12	41	24	7	±17	2.9	±0.4	
E5 – E9	99	±1	7	15	53	19	6	±10	3.0	±0.1	
Officers	100	±1	NR	NR	NR	NR	5	±5	NR		
O1 – O3	100	±1	3	6	NR	19	8	±16	3.2	±0.2	
O4 – O6	100	±0	NR	NR	NR	NR	3	±5	NR		
ASIAN	100	±1	8	16	40	26	11	±4	3.2	±0.1	
Army	100	±1	9	16	47	21	7	±7	3.0	±0.2	
Navy	99	±1	8	17	32	32	10	±6	3.2	±0.2	
Marine Corps	99	±1	6	12	38	20	NR	±11	3.4	±0.4	
Air Force	100	±1	6	15	45	25	10	±6	3.2	±0.1	
Enlisted	100	±1	8	17	39	26	10	±4	3.1	±0.1	
E1 – E4	100	±1	10	18	34	26	12	±7	3.1	±0.2	
E5 – E9	99	±1	7	16	43	26	8	±5	3.1	±0.1	
Officers	99	±1	5	10	42	29	13	±9	3.4	±0.2	
O1 – O3	99	±1	6	12	42	24	16	±13	3.3	±0.3	
O4 – O6	100	±1	3	7	41	41	8	±11	3.4	±0.2	
NHPI	100	±1	13	15	33	29	10	±10	3.1	±0.3	
Army	100	±0	NR	17	30	33	8	±16	3.0	±0.4	
Navy	100	±1	18	14	34	20	15	±16	3.0	±0.4	
Marine Corps	100	±1	5	8	41	32	14	±14	3.4	±0.2	
Air Force	99	±1	9	14	43	22	11	±13	3.1	±0.1	
Enlisted	100	±1	13	16	34	27	10	±10	3.0	±0.3	
Officers	100	±0	1	3	NR	NR	7	±9	3.7	±0.2	
TWO OR MORE RACES	100	±1	14	20	41	19	5	±6	2.8	±0.2	
Army	100	±1	20	20	42	15	2	±14	2.6	±0.3	
Navy	100	±1	14	24	34	21	7	±9	2.8	±0.3	
Marine Corps	100	±1	5	NR	NR	15	NR	±11	3.0	±0.4	
Air Force	100	±1	11	14	43	26	6	±10	3.0	±0.2	
Enlisted	100	±1	16	21	39	18	5	±7	2.8	±0.2	
E1 – E4	100	±1	22	24	35	15	4	±11	2.5	±0.3	
E5 – E9	100	±1	9	18	44	22	7	±8	3.0	±0.2	
Officers	100	±1	4	12	51	27	6	±12	3.2	±0.2	
O1 – O3	100	±1	2	12	59	22	6	±15	3.2	±0.2	
O4 – O6	100	±1	NR	NR	NR	NR	6	±4	3.0	±0.5	
COAST GUARD	99	±1	9	17	43	24	6	±3	3.0	±0.1	
White	99	±1	9	17	44	25	6	±4	3.0	±0.1	
Black	99	±1	6	15	49	20	10	±4	3.1	±0.1	
Hispanic	99	±1	10	19	42	21	7	±5	3.0	±0.1	
Other Race/Ethnicity	100	±0	8	19	41	26	5	±7	3.0	±0.2	
Enlisted	99	±1	10	19	43	21	6	±4	2.9	±0.1	
Officers	99	±1	4	7	46	35	8	±5	3.3	±0.1	
Male	99	±1	9	17	43	25	7	±3	3.0	±0.1	
Female	100	±1	11	20	45	19	5	±3	2.9	±0.1	
Not Deployed Past 12 Months	100	±1	8	17	43	25	7	±3	3.0	±0.1	
Deployed Past 12 Months	99	±2	11	18	44	22	5	±6	2.9	±0.2	

NR: Not reportable

**36. How long have you been in your present unit?**

1. Less than 1 year

2. 1 year to less than 3 years

3. 3 years to less than 6 years

4. 6 years to less than 10 years

5. 10 years or more

	Percent Responding		Percentages					Max ME	Average Years in Present Unit		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	30	48	20	2	1	±2	1.6	±0.1	
Army	99	±1	32	45	19	3	1	±3	1.6	±0.1	
Navy	100	±1	27	54	18	1	0	±3	1.5	±0.1	
Marine Corps	100	±1	31	50	17	1	0	±4	1.5	±0.1	
Air Force	100	±1	27	46	23	3	1	±3	1.9	±0.1	
Enlisted	100	±1	28	48	21	2	1	±2	1.7	±0.1	
E1 – E4	100	±1	34	51	15	0	0	±3	1.3	±0.1	
E5 – E9	100	±1	24	46	26	4	1	±2	2.0	±0.1	
Officers	100	±1	37	49	13	1	0	±3	1.3	±0.1	
O1 – O3	99	±1	40	48	11	0	0	±4	1.1	±0.1	
O4 – O6	100	±1	35	49	15	1	1	±4	1.4	±0.2	
Male	100	±1	29	48	20	2	1	±2	1.7	±0.1	
Female	100	±1	35	48	15	2	0	±3	1.4	±0.2	
Not Deployed Past 12 Months	100	±1	34	48	15	2	1	±2	1.4	±0.1	
Deployed Past 12 Months	100	±1	22	48	27	3	0	±2	2.0	±0.1	
<b>WHITE</b>	100	±1	29	48	20	2	1	±2	1.7	±0.1	
Army	100	±1	32	45	20	2	1	±3	1.7	±0.2	
Navy	100	±1	26	54	18	1	0	±4	1.5	±0.1	
Marine Corps	100	±1	32	50	17	1	0	±6	1.4	±0.2	
Air Force	100	±1	27	46	23	3	1	±3	1.9	±0.2	
Enlisted	100	±1	27	48	21	2	1	±2	1.8	±0.1	
E1 – E4	100	±1	33	51	15	0	0	±4	1.4	±0.2	
E5 – E9	100	±1	23	45	27	4	1	±3	2.1	±0.2	
Officers	100	±1	37	49	13	1	0	±4	1.3	±0.1	
O1 – O3	99	±1	40	49	11	0	0	±5	1.1	±0.2	
O4 – O6	100	±1	35	49	14	1	1	±5	1.4	±0.2	
<b>BLACK</b>	99	±1	33	46	18	2	1	±3	1.6	±0.1	
Army	99	±1	38	41	17	3	1	±5	1.5	±0.2	
Navy	100	±1	28	54	17	0	0	±4	1.5	±0.2	
Marine Corps	100	±1	30	53	16	1	1	±5	1.5	±0.3	
Air Force	100	±1	28	45	22	4	1	±4	1.9	±0.2	
Enlisted	99	±1	32	46	19	2	1	±3	1.6	±0.1	
E1 – E4	100	±1	40	46	13	1	0	±5	1.2	±0.2	
E5 – E9	99	±1	28	46	22	3	1	±3	1.8	±0.2	
Officers	100	±1	37	49	12	1	0	±4	1.3	±0.2	
O1 – O3	100	±1	42	47	11	1	0	±5	1.1	±0.2	
O4 – O6	100	±1	37	50	12	1	0	±6	1.3	±0.2	
<b>HISPANIC</b>	100	±1	29	47	21	2	0	±3	1.7	±0.1	
Army	100	±1	31	43	21	4	0	±5	1.7	±0.2	
Navy	99	±1	26	51	22	0	0	±5	1.6	±0.2	
Marine Corps	100	±1	30	47	22	0	1	±7	1.5	±0.2	
Air Force	100	±1	25	51	22	2	0	±6	1.8	±0.2	
Enlisted	100	±1	28	47	22	2	0	±3	1.7	±0.1	
E1 – E4	100	±1	34	48	18	0	0	±5	1.3	±0.2	
E5 – E9	100	±1	23	47	26	4	1	±3	2.0	±0.2	

Note. Percent responding are active duty members who answered the question.

36. Continued	Percent Responding		Percentages					Max ME	Average Years in Present Unit		
			1	2	3	4	5				
Officers	100	±1	37	47	14	2	0	±6	1.4	±0.2	
O1 – O3	100	±1	38	48	14	0	0	±8	1.3	±0.3	
O4 – O6	100	±1	34	48	15	1	1	±7	1.4	±0.2	
AIAN	100	±1	28	49	18	3	1	±9	1.8	±0.4	
Army	99	±1	36	42	19	3	0	±15	1.5	±0.4	
Navy	100	±0	26	48	25	0	0	±13	1.7	±0.3	
Marine Corps	100	±1	19	71	10	0	0	±17	1.7	±0.3	
Air Force	100	±0	17	NR	15	NR	NR	±8	3.3	±1.7	
Enlisted	100	±1	28	49	18	4	2	±9	1.9	±0.4	
E1 – E4	99	±1	33	59	8	0	0	±14	1.2	±0.3	
E5 – E9	100	±1	22	39	28	7	NR	±12	2.6	±0.7	
Officers	100	±1	NR	NR	NR	0	0	±1	1.6	±0.5	
O1 – O3	100	±1	NR	NR	8	0	1	±8	1.2	±0.7	
O4 – O6	100	±0	8	NR	NR	0	0	±12	2.1	±0.4	
ASIAN	100	±1	29	49	20	2	0	±4	1.6	±0.2	
Army	99	±1	29	49	20	2	0	±7	1.6	±0.2	
Navy	100	±1	28	50	22	1	0	±5	1.7	±0.3	
Marine Corps	100	±1	43	46	10	0	0	±14	1.1	±0.3	
Air Force	100	±1	26	49	22	2	1	±6	1.8	±0.2	
Enlisted	100	±1	27	50	22	1	0	±4	1.7	±0.2	
E1 – E4	100	±1	32	51	16	0	0	±7	1.4	±0.3	
E5 – E9	99	±1	23	49	26	2	0	±5	1.8	±0.2	
Officers	100	±1	39	46	13	2	0	±7	1.3	±0.3	
O1 – O3	100	±1	42	46	9	NR	0	±10	1.1	±0.4	
O4 – O6	100	±1	35	43	20	1	1	±12	1.5	±0.4	
NHPI	100	±1	24	48	24	4	1	±9	2.0	±0.4	
Army	100	±1	22	43	29	6	1	±15	2.2	±0.7	
Navy	100	±1	17	65	17	0	1	±12	2.1	±0.8	
Marine Corps	100	±1	52	36	11	1	0	±12	1.0	±0.3	
Air Force	100	±1	23	54	21	2	0	±11	1.7	±0.2	
Enlisted	100	±1	21	49	25	4	1	±10	2.1	±0.5	
Officers	100	±0	NR	NR	6	NR	NR	±8	0.6	±0.5	
TWO OR MORE RACES	100	±1	25	55	17	3	0	±6	1.6	±0.2	
Army	100	±0	20	62	16	2	0	±12	1.6	±0.4	
Navy	100	±1	28	54	16	NR	0	±9	1.5	±0.3	
Marine Corps	100	±1	NR	NR	NR	1	0	±4	1.5	±0.5	
Air Force	100	±1	28	47	20	5	0	±9	1.8	±0.4	
Enlisted	100	±1	22	56	19	3	0	±7	1.7	±0.2	
E1 – E4	100	±1	27	59	14	0	0	±10	1.3	±0.3	
E5 – E9	100	±1	16	53	24	6	0	±8	2.1	±0.3	
Officers	100	±1	42	49	9	0	0	±13	1.1	±0.3	
O1 – O3	100	±1	39	53	8	0	0	±15	1.2	±0.3	
O4 – O6	100	±1	NR	NR	10	0	0	±7	0.9	±0.4	
COAST GUARD	100	±1	27	47	24	1	0	±3	1.7	±0.2	
White	100	±1	27	48	24	1	0	±4	1.7	±0.2	
Black	99	±1	30	44	25	1	1	±4	1.7	±0.2	
Hispanic	100	±1	28	47	22	1	1	±5	1.7	±0.2	
Other Race/Ethnicity	100	±1	27	41	29	1	NR	±6	2.3	±1.2	
Enlisted	100	±1	27	47	25	1	0	±4	1.8	±0.2	
Officers	100	±1	29	47	22	2	0	±4	1.7	±0.2	
Male	100	±1	27	47	24	2	0	±3	1.8	±0.2	
Female	99	±1	31	47	21	0	0	±3	1.5	±0.1	
Not Deployed Past 12 Months	100	±1	25	47	26	2	0	±3	1.8	±0.2	
Deployed Past 12 Months	100	±1	37	45	18	0	1	±6	1.5	±0.6	

NR: Not reportable

**37. How much do you agree or disagree with the following statements about your unit?****a. Service members in your unit really care about each other.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	4	10	30	42	14	±2	3.5	±0.1	
Army	100	±1	4	11	32	40	13	±2	3.5	±0.1	
Navy	100	±1	3	11	30	43	12	±3	3.5	±0.1	
Marine Corps	100	±1	4	11	29	42	14	±4	3.5	±0.1	
Air Force	100	±1	2	9	29	44	16	±3	3.6	±0.1	
Enlisted	100	±1	4	12	33	39	12	±2	3.4	±0.1	
E1 – E4	100	±1	6	13	34	35	12	±3	3.3	±0.1	
E5 – E9	100	±1	2	10	32	43	12	±2	3.5	±0.1	
Officers	100	±1	1	4	19	54	22	±3	3.9	±0.1	
O1 – O3	100	±1	1	5	19	55	20	±4	3.9	±0.1	
O4 – O6	100	±1	1	3	17	54	26	±4	4.0	±0.1	
Male	100	±1	3	10	30	43	14	±2	3.5	±0.1	
Female	100	±1	6	15	34	35	12	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	3	9	30	43	15	±2	3.6	±0.1	
Deployed Past 12 Months	100	±1	4	13	31	40	12	±2	3.4	±0.1	
<b>WHITE</b>	100	±1	3	10	29	43	14	±2	3.5	±0.1	
Army	100	±1	4	10	30	43	14	±3	3.5	±0.1	
Navy	100	±1	3	11	29	44	13	±4	3.5	±0.1	
Marine Corps	99	±1	5	12	28	41	14	±6	3.5	±0.1	
Air Force	100	±1	2	9	27	45	17	±3	3.7	±0.1	
Enlisted	100	±1	4	12	32	40	12	±2	3.4	±0.1	
E1 – E4	100	±1	6	13	33	36	11	±4	3.3	±0.1	
E5 – E9	100	±1	2	11	30	44	13	±3	3.5	±0.1	
Officers	100	±1	1	4	17	55	24	±4	4.0	±0.1	
O1 – O3	100	±1	1	4	17	56	22	±5	3.9	±0.1	
O4 – O6	100	±1	1	3	15	54	28	±5	4.0	±0.1	
<b>BLACK</b>	99	±1	4	12	34	37	12	±3	3.4	±0.1	
Army	99	±1	5	14	35	33	12	±5	3.3	±0.1	
Navy	99	±1	3	12	32	42	11	±4	3.4	±0.1	
Marine Corps	100	±1	3	8	33	42	14	±6	3.6	±0.1	
Air Force	99	±1	3	9	34	40	14	±4	3.5	±0.1	
Enlisted	99	±1	4	13	35	36	12	±3	3.4	±0.1	
E1 – E4	99	±1	6	17	35	28	14	±5	3.3	±0.2	
E5 – E9	99	±1	3	10	35	40	11	±3	3.5	±0.1	
Officers	100	±1	1	4	26	53	15	±4	3.8	±0.1	
O1 – O3	100	±0	1	4	30	52	14	±5	3.7	±0.1	
O4 – O6	100	±1	1	4	19	57	19	±5	3.9	±0.1	
<b>HISPANIC</b>	100	±1	4	10	33	40	14	±3	3.5	±0.1	
Army	100	±1	4	11	34	36	14	±5	3.5	±0.1	
Navy	100	±1	4	10	35	39	12	±5	3.5	±0.1	
Marine Corps	100	±1	2	8	29	46	15	±7	3.6	±0.1	
Air Force	100	±1	3	8	30	43	16	±6	3.6	±0.2	
Enlisted	100	±1	4	10	34	39	14	±3	3.5	±0.1	
E1 – E4	100	±1	6	11	34	35	15	±5	3.4	±0.1	
E5 – E9	100	±1	2	10	34	42	13	±3	3.5	±0.1	

Note. Percent responding are active duty members who answered the question.

37a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	4	19	56	21	±6	3.9	±0.1	
O1 – O3	100	±1	2	5	20	53	21	±8	3.9	±0.2	
O4 – O6	100	±1	1	3	18	50	28	±8	4.0	±0.2	
AIAN	100	±1	2	15	34	36	12	±10	3.4	±0.2	
Army	100	±1	3	9	38	34	16	±15	3.5	±0.3	
Navy	100	±0	1	20	32	38	10	±14	3.4	±0.2	
Marine Corps	100	±1	2	NR	23	NR	6	±17	NR		
Air Force	100	±0	1	NR	NR	35	11	±17	3.4	±0.3	
Enlisted	100	±1	2	18	31	37	12	±11	3.4	±0.2	
E1 – E4	100	±1	2	NR	23	42	15	±16	3.5	±0.4	
E5 – E9	100	±1	3	16	40	32	9	±11	3.3	±0.2	
Officers	100	±0	1	2	NR	NR	NR	±4	3.6	±0.4	
O1 – O3	100	±0	1	5	NR	NR	10	±10	3.5	±0.3	
O4 – O6	100	±0	1	1	NR	NR	NR	±2	NR		
ASIAN	99	±1	3	9	30	46	12	±4	3.6	±0.1	
Army	99	±1	5	10	35	41	9	±7	3.4	±0.2	
Navy	99	±2	2	10	28	46	14	±5	3.6	±0.1	
Marine Corps	100	±1	3	7	26	47	16	±14	3.7	±0.2	
Air Force	100	±1	2	6	29	50	13	±6	3.7	±0.1	
Enlisted	99	±1	3	9	32	45	11	±4	3.5	±0.1	
E1 – E4	99	±2	4	11	32	42	10	±7	3.4	±0.2	
E5 – E9	100	±1	2	8	32	46	12	±5	3.6	±0.1	
Officers	100	±1	2	6	21	51	20	±8	3.8	±0.2	
O1 – O3	99	±1	NR	8	21	47	21	±12	3.7	±0.3	
O4 – O6	100	±1	1	3	20	59	17	±10	3.9	±0.1	
NHPI	100	±1	4	8	34	45	10	±10	3.5	±0.2	
Army	100	±1	3	7	35	49	6	±15	3.5	±0.3	
Navy	100	±0	10	10	33	31	16	±16	3.3	±0.4	
Marine Corps	100	±0	2	7	30	48	12	±14	3.6	±0.2	
Air Force	100	±1	2	9	30	45	15	±13	3.6	±0.2	
Enlisted	100	±1	4	8	35	43	10	±10	3.5	±0.2	
Officers	100	±0	NR	1	9	NR	12	±13	4.0	±0.1	
TWO OR MORE RACES	100	±1	7	9	35	41	9	±6	3.4	±0.2	
Army	100	±0	9	12	36	37	6	±12	3.2	±0.3	
Navy	100	±0	8	9	31	39	13	±10	3.4	±0.3	
Marine Corps	100	±1	4	4	NR	NR	4	±9	3.4	±0.3	
Air Force	100	±1	3	10	33	45	10	±10	3.5	±0.2	
Enlisted	100	±1	7	10	35	39	8	±7	3.3	±0.2	
E1 – E4	100	±1	11	12	36	36	5	±11	3.1	±0.3	
E5 – E9	100	±1	3	7	34	43	12	±8	3.5	±0.2	
Officers	100	±0	3	8	30	49	11	±12	3.6	±0.3	
O1 – O3	100	±0	1	NR	31	48	10	±15	3.6	±0.3	
O4 – O6	100	±0	NR	2	NR	NR	14	±8	3.5	±0.5	
COAST GUARD	100	±1	2	7	30	48	13	±3	3.6	±0.1	
White	100	±1	2	7	29	49	13	±4	3.7	±0.1	
Black	100	±1	2	8	36	44	10	±4	3.5	±0.1	
Hispanic	100	±0	2	8	35	42	14	±5	3.6	±0.1	
Other Race/Ethnicity	100	±1	2	7	31	49	10	±6	3.6	±0.1	
Enlisted	100	±1	2	8	34	45	11	±4	3.6	±0.1	
Officers	100	±1	0	3	15	61	21	±4	4.0	±0.1	
Male	100	±1	1	7	30	49	13	±3	3.7	±0.1	
Female	100	±1	4	10	29	43	13	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	1	7	30	48	13	±3	3.6	±0.1	
Deployed Past 12 Months	100	±1	3	7	29	49	12	±6	3.6	±0.1	

NR: Not reportable



**37. How much do you agree or disagree with the following statements about your unit?****b. Service members in your unit work well as a team.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	2	8	24	50	16	±2	3.7	±0.1	
Army	100	±1	3	9	27	46	15	±3	3.6	±0.1	
Navy	100	±1	2	8	21	54	15	±3	3.7	±0.1	
Marine Corps	100	±1	1	8	23	51	16	±4	3.7	±0.1	
Air Force	100	±1	2	6	22	52	19	±3	3.8	±0.1	
Enlisted	100	±1	3	9	26	48	15	±2	3.6	±0.1	
E1 – E4	100	±1	3	10	28	45	15	±3	3.6	±0.1	
E5 – E9	100	±1	2	8	24	52	15	±2	3.7	±0.1	
Officers	100	±1	1	4	14	58	24	±3	4.0	±0.1	
O1 – O3	100	±1	1	4	14	60	21	±4	4.0	±0.1	
O4 – O6	100	±1	1	2	12	56	29	±4	4.1	±0.1	
Male	100	±1	2	7	23	51	17	±2	3.7	±0.1	
Female	100	±1	4	10	30	43	13	±3	3.5	±0.1	
Not Deployed Past 12 Months	100	±1	2	7	24	50	17	±2	3.7	±0.1	
Deployed Past 12 Months	100	±1	2	10	23	50	15	±2	3.7	±0.1	
<b>WHITE</b>	100	±1	2	8	23	51	17	±2	3.7	±0.1	
Army	100	±1	3	9	26	46	16	±3	3.6	±0.1	
Navy	100	±1	2	7	20	55	15	±4	3.8	±0.1	
Marine Corps	100	±1	1	9	21	52	17	±5	3.7	±0.1	
Air Force	100	±1	2	6	21	53	19	±3	3.8	±0.1	
Enlisted	100	±1	2	9	25	49	15	±2	3.6	±0.1	
E1 – E4	100	±0	3	10	28	45	14	±4	3.6	±0.1	
E5 – E9	100	±1	2	8	23	52	15	±3	3.7	±0.1	
Officers	100	±1	1	4	13	58	25	±4	4.0	±0.1	
O1 – O3	100	±1	0	5	13	61	21	±5	4.0	±0.1	
O4 – O6	100	±1	1	2	12	55	30	±5	4.1	±0.1	
<b>BLACK</b>	99	±1	2	9	26	48	15	±3	3.6	±0.1	
Army	99	±1	3	11	28	45	14	±5	3.6	±0.1	
Navy	100	±1	2	9	22	53	15	±4	3.7	±0.1	
Marine Corps	100	±0	1	6	29	48	16	±5	3.7	±0.1	
Air Force	100	±1	2	6	27	48	18	±4	3.7	±0.1	
Enlisted	99	±1	2	9	27	47	15	±3	3.6	±0.1	
E1 – E4	99	±1	4	11	28	41	15	±5	3.5	±0.2	
E5 – E9	99	±1	2	8	26	50	14	±3	3.7	±0.1	
Officers	100	±1	1	4	16	59	20	±4	3.9	±0.1	
O1 – O3	100	±0	1	4	22	55	19	±5	3.9	±0.1	
O4 – O6	99	±1	1	4	12	61	23	±5	4.0	±0.1	
<b>HISPANIC</b>	100	±1	3	8	23	49	17	±3	3.7	±0.1	
Army	100	±1	3	10	24	46	16	±5	3.6	±0.1	
Navy	100	±1	3	7	23	52	15	±5	3.7	±0.1	
Marine Corps	100	±1	1	6	23	51	18	±7	3.8	±0.2	
Air Force	100	±1	2	5	22	50	21	±6	3.8	±0.1	
Enlisted	100	±1	3	8	24	48	17	±3	3.7	±0.1	
E1 – E4	100	±1	4	8	26	44	18	±5	3.7	±0.1	
E5 – E9	100	±1	2	8	23	52	15	±4	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

37b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	2	14	59	24	±6	4.0	±0.1	
O1 – O3	100	±1	1	2	15	56	25	±9	4.0	±0.2	
O4 – O6	100	±1	1	2	13	58	26	±7	4.1	±0.1	
AIAN	100	±1	2	7	33	46	12	±10	3.6	±0.2	
Army	100	±0	4	6	36	43	12	±15	3.5	±0.2	
Navy	100	±1	0	13	28	47	12	±15	3.6	±0.3	
Marine Corps	100	±1	1	4	NR	NR	8	±6	3.6	±0.3	
Air Force	100	±0	1	5	NR	NR	NR	±4	3.8	±0.3	
Enlisted	100	±1	1	8	31	48	12	±10	3.6	±0.2	
E1 – E4	100	±1	1	4	32	52	11	±17	3.7	±0.2	
E5 – E9	100	±1	1	11	31	43	13	±12	3.6	±0.2	
Officers	100	±0	NR	1	NR	NR	NR	±2	3.5	±0.5	
O1 – O3	100	±0	NR	2	NR	NR	11	±11	NR		
O4 – O6	100	±0	0	1	NR	NR	NR	±2	NR		
ASIAN	100	±1	2	7	25	51	15	±4	3.7	±0.1	
Army	100	±1	3	11	27	48	11	±7	3.5	±0.2	
Navy	100	±1	1	5	26	51	17	±6	3.8	±0.1	
Marine Corps	100	±1	2	7	20	53	18	±13	3.8	±0.2	
Air Force	100	±1	1	4	23	57	14	±6	3.8	±0.1	
Enlisted	100	±1	2	7	27	51	13	±4	3.7	±0.1	
E1 – E4	100	±1	2	8	28	49	12	±7	3.6	±0.1	
E5 – E9	100	±1	1	6	26	53	14	±5	3.7	±0.1	
Officers	100	±1	3	5	18	54	20	±8	3.8	±0.2	
O1 – O3	100	±1	NR	6	17	52	21	±12	3.8	±0.3	
O4 – O6	100	±1	0	3	19	58	20	±10	3.9	±0.1	
NHPI	100	±1	3	5	33	46	13	±11	3.6	±0.2	
Army	100	±0	2	4	42	43	10	±15	3.6	±0.2	
Navy	100	±0	NR	8	NR	43	20	±13	3.6	±0.4	
Marine Corps	100	±0	1	5	25	54	14	±15	3.8	±0.2	
Air Force	100	±1	1	7	17	57	18	±11	3.8	±0.1	
Enlisted	100	±1	3	5	35	44	13	±11	3.6	±0.2	
Officers	100	±0	NR	1	5	82	12	±18	4.0	±0.1	
TWO OR MORE RACES	100	±1	6	6	25	50	13	±6	3.6	±0.2	
Army	100	±0	11	5	29	42	13	±14	3.4	±0.4	
Navy	100	±0	6	8	22	47	16	±9	3.6	±0.3	
Marine Corps	100	±1	1	6	NR	NR	4	±8	3.7	±0.2	
Air Force	98	±3	2	5	23	55	15	±9	3.8	±0.2	
Enlisted	100	±1	6	7	26	48	13	±7	3.5	±0.2	
E1 – E4	99	±2	10	6	29	45	10	±11	3.4	±0.3	
E5 – E9	100	±0	2	7	23	52	16	±8	3.7	±0.2	
Officers	100	±1	3	4	16	61	17	±12	3.8	±0.2	
O1 – O3	100	±0	1	5	20	62	13	±16	3.8	±0.2	
O4 – O6	100	±1	NR	4	6	NR	15	±9	3.7	±0.5	
COAST GUARD	100	±1	1	4	19	59	18	±3	3.9	±0.1	
White	100	±1	1	4	18	59	18	±4	3.9	±0.1	
Black	100	±1	1	4	22	56	16	±4	3.8	±0.1	
Hispanic	100	±1	1	5	20	55	18	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	1	5	22	58	14	±6	3.8	±0.1	
Enlisted	100	±1	1	5	21	58	16	±4	3.8	±0.1	
Officers	100	±1	0	1	12	62	24	±5	4.1	±0.1	
Male	100	±1	0	4	18	59	18	±3	3.9	±0.1	
Female	100	±1	2	6	24	54	14	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	1	4	19	58	18	±3	3.9	±0.1	
Deployed Past 12 Months	99	±2	1	4	19	59	17	±6	3.9	±0.1	

NR: Not reportable

**37. How much do you agree or disagree with the following statements about your unit?****c. Service members in your unit pull together to get the job done.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	2	6	19	51	22	±2	3.8	±0.1	
Army	99	±1	3	8	22	47	20	±3	3.7	±0.1	
Navy	100	±1	2	6	17	54	22	±3	3.9	±0.1	
Marine Corps	99	±1	1	5	19	52	23	±4	3.9	±0.1	
Air Force	100	±1	1	4	16	54	25	±3	4.0	±0.1	
Enlisted	100	±1	2	7	21	50	20	±2	3.8	±0.1	
E1 – E4	99	±1	3	8	22	47	19	±3	3.7	±0.1	
E5 – E9	100	±1	2	5	19	53	21	±2	3.9	±0.1	
Officers	100	±1	1	2	12	55	30	±3	4.1	±0.1	
O1 – O3	100	±1	0	2	12	58	27	±4	4.1	±0.1	
O4 – O6	100	±1	1	2	12	50	36	±4	4.2	±0.1	
Male	100	±1	2	6	19	51	23	±2	3.9	±0.1	
Female	100	±1	3	7	23	50	17	±3	3.7	±0.1	
Not Deployed Past 12 Months	100	±1	2	5	19	51	23	±2	3.9	±0.1	
Deployed Past 12 Months	100	±1	2	7	19	52	20	±2	3.8	±0.1	
<b>WHITE</b>	100	±1	2	6	19	51	22	±2	3.9	±0.1	
Army	100	±1	3	8	23	46	21	±3	3.7	±0.1	
Navy	100	±1	1	7	16	54	22	±4	3.9	±0.1	
Marine Corps	99	±2	1	6	18	53	22	±5	3.9	±0.1	
Air Force	100	±1	1	4	15	55	25	±3	4.0	±0.1	
Enlisted	100	±1	2	7	20	50	20	±2	3.8	±0.1	
E1 – E4	100	±1	3	9	23	48	18	±4	3.7	±0.1	
E5 – E9	100	±1	2	6	18	53	22	±3	3.9	±0.1	
Officers	100	±1	0	2	12	54	32	±4	4.1	±0.1	
O1 – O3	100	±1	0	2	11	59	28	±5	4.1	±0.1	
O4 – O6	100	±1	1	2	11	48	38	±5	4.2	±0.1	
<b>BLACK</b>	99	±1	2	6	19	52	20	±3	3.8	±0.1	
Army	99	±2	3	9	20	50	18	±5	3.7	±0.1	
Navy	100	±1	1	5	18	54	21	±4	3.9	±0.1	
Marine Corps	99	±1	1	4	23	48	23	±6	3.9	±0.1	
Air Force	99	±1	1	3	18	55	23	±4	4.0	±0.1	
Enlisted	99	±1	2	7	20	51	20	±3	3.8	±0.1	
E1 – E4	99	±2	3	9	21	46	20	±5	3.7	±0.2	
E5 – E9	99	±1	1	5	20	54	19	±3	3.8	±0.1	
Officers	100	±1	1	2	11	61	25	±4	4.1	±0.1	
O1 – O3	100	±0	1	2	16	58	24	±5	4.0	±0.1	
O4 – O6	100	±1	1	2	9	59	29	±5	4.1	±0.1	
<b>HISPANIC</b>	100	±1	2	5	20	49	24	±3	3.9	±0.1	
Army	99	±1	3	6	23	45	22	±5	3.8	±0.1	
Navy	100	±1	2	6	18	52	22	±5	3.9	±0.1	
Marine Corps	100	±1	2	3	18	52	25	±7	3.9	±0.2	
Air Force	100	±1	2	4	18	49	27	±6	4.0	±0.1	
Enlisted	100	±1	3	5	21	48	23	±3	3.8	±0.1	
E1 – E4	100	±1	3	6	22	43	25	±5	3.8	±0.1	
E5 – E9	100	±1	2	5	20	52	21	±4	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

37c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	100	±1	1	2	10	56	31	±6	4.1	±0.1	
O1 – O3	100	±1	1	2	11	54	33	±8	4.1	±0.2	
O4 – O6	100	±1	0	2	11	54	33	±7	4.2	±0.1	
AIAN	100	±1	1	5	26	52	16	±10	3.8	±0.2	
Army	100	±1	2	7	28	49	13	±15	3.7	±0.2	
Navy	100	±0	0	5	13	64	18	±10	3.9	±0.2	
Marine Corps	100	±1	1	2	NR	NR	13	±9	3.7	±0.4	
Air Force	100	±0	1	4	NR	NR	26	±18	3.9	±0.3	
Enlisted	100	±1	1	6	23	54	16	±10	3.8	±0.2	
E1 – E4	100	±1	1	8	25	53	14	±18	3.7	±0.2	
E5 – E9	100	±1	2	4	22	54	18	±10	3.8	±0.2	
Officers	100	±0	1	1	NR	NR	NR	±1	NR		
O1 – O3	100	±0	1	1	NR	NR	15	±14	3.9	±0.4	
O4 – O6	100	±0	0	1	NR	NR	NR	±2	NR		
ASIAN	99	±1	1	4	21	54	19	±4	3.9	±0.1	
Army	99	±1	2	6	24	54	14	±7	3.7	±0.1	
Navy	99	±1	1	3	19	56	20	±5	3.9	±0.1	
Marine Corps	100	±1	2	8	13	46	31	±17	4.0	±0.3	
Air Force	100	±1	1	2	22	55	20	±6	3.9	±0.1	
Enlisted	99	±1	2	5	21	54	19	±4	3.8	±0.1	
E1 – E4	99	±1	2	5	20	52	21	±7	3.8	±0.1	
E5 – E9	100	±1	1	4	22	55	17	±5	3.8	±0.1	
Officers	100	±1	1	3	18	55	24	±8	4.0	±0.2	
O1 – O3	99	±1	1	NR	19	52	24	±11	3.9	±0.2	
O4 – O6	100	±1	0	2	15	59	24	±10	4.0	±0.1	
NHPI	100	±1	2	4	23	52	18	±10	3.8	±0.2	
Army	100	±1	2	3	27	55	13	±15	3.8	±0.2	
Navy	100	±0	NR	7	NR	38	25	±12	3.7	±0.4	
Marine Corps	100	±0	0	2	15	53	30	±14	4.1	±0.2	
Air Force	99	±1	1	5	15	56	24	±11	4.0	±0.1	
Enlisted	100	±1	2	4	25	51	18	±10	3.8	±0.2	
Officers	100	±1	0	0	4	NR	17	±18	4.1	±0.2	
TWO OR MORE RACES	100	±1	5	6	19	53	18	±6	3.7	±0.2	
Army	100	±0	8	6	23	50	13	±12	3.5	±0.3	
Navy	100	±1	5	6	19	50	21	±9	3.8	±0.3	
Marine Corps	100	±1	0	3	NR	NR	NR	±3	4.0	±0.3	
Air Force	100	±1	3	6	11	63	18	±9	3.9	±0.2	
Enlisted	100	±1	5	5	20	51	18	±7	3.7	±0.2	
E1 – E4	100	±1	8	7	22	47	15	±10	3.5	±0.3	
E5 – E9	100	±1	2	3	17	56	21	±8	3.9	±0.2	
Officers	100	±0	3	6	10	61	20	±12	3.9	±0.3	
O1 – O3	100	±0	0	8	9	66	16	±14	3.9	±0.3	
O4 – O6	100	±0	NR	2	NR	NR	19	±10	3.7	±0.6	
COAST GUARD	100	±1	1	2	13	57	26	±3	4.1	±0.1	
White	100	±1	1	2	13	58	26	±4	4.1	±0.1	
Black	100	±1	1	3	15	56	24	±4	4.0	±0.1	
Hispanic	100	±0	1	2	14	56	27	±5	4.1	±0.1	
Other Race/Ethnicity	100	±1	1	4	17	53	25	±7	3.9	±0.2	
Enlisted	100	±1	1	3	15	57	24	±4	4.0	±0.1	
Officers	100	±1	0	1	8	58	33	±4	4.2	±0.1	
Male	100	±1	1	2	13	57	27	±3	4.1	±0.1	
Female	100	±1	1	3	18	57	20	±3	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	1	2	14	57	26	±3	4.0	±0.1	
Deployed Past 12 Months	100	±1	0	3	11	59	27	±6	4.1	±0.1	

NR: Not reportable

## 37. How much do you agree or disagree with the following statements about your unit?

## d. Service members in your unit trust each other.

1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree












































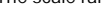

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	5	12	32	37	13	±2	3.4	±0.1	
Army	100	±1	6	14	34	33	12	±3	3.3	±0.1	
Navy	100	±1	4	13	30	39	13	±3	3.4	±0.1	
Marine Corps	100	±1	5	11	31	40	14	±4	3.5	±0.1	
Air Force	100	±1	4	10	31	39	16	±3	3.5	±0.1	
Enlisted	100	±1	6	14	35	34	12	±2	3.3	±0.1	
E1 – E4	100	±1	8	15	35	31	11	±3	3.2	±0.1	
E5 – E9	100	±1	4	13	34	37	12	±2	3.4	±0.1	
Officers	100	±1	1	5	20	52	22	±3	3.9	±0.1	
O1 – O3	100	±1	1	5	22	52	20	±4	3.9	±0.1	
O4 – O6	100	±1	2	3	16	52	27	±4	4.0	±0.1	
Male	100	±1	4	11	32	39	14	±2	3.5	±0.1	
Female	100	±1	9	18	36	28	9	±3	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	5	11	32	37	14	±2	3.5	±0.1	
Deployed Past 12 Months	100	±1	6	14	32	36	12	±2	3.4	±0.1	
WHITE	100	±1	4	12	30	40	14	±2	3.5	±0.1	
Army	100	±1	5	13	33	37	13	±3	3.4	±0.1	
Navy	100	±1	3	13	28	42	13	±4	3.5	±0.1	
Marine Corps	100	±1	5	12	27	42	14	±6	3.5	±0.1	
Air Force	100	±1	3	9	29	42	17	±3	3.6	±0.1	
Enlisted	100	±1	5	14	33	37	12	±2	3.4	±0.1	
E1 – E4	100	±1	7	15	33	35	10	±4	3.3	±0.1	
E5 – E9	100	±1	4	13	32	39	13	±3	3.4	±0.1	
Officers	100	±1	1	4	19	52	24	±4	3.9	±0.1	
O1 – O3	100	±1	0	4	21	53	21	±5	3.9	±0.1	
O4 – O6	100	±1	2	2	15	52	28	±5	4.0	±0.1	
BLACK	100	±1	7	15	36	30	11	±3	3.2	±0.1	
Army	100	±1	9	17	36	27	11	±5	3.1	±0.1	
Navy	99	±1	6	15	34	35	11	±4	3.3	±0.1	
Marine Corps	100	±1	4	11	39	33	13	±5	3.4	±0.1	
Air Force	100	±1	7	14	37	30	13	±4	3.3	±0.1	
Enlisted	100	±1	8	16	37	28	11	±3	3.2	±0.1	
E1 – E4	99	±1	10	18	37	23	12	±5	3.1	±0.2	
E5 – E9	100	±1	6	15	37	31	11	±3	3.3	±0.1	
Officers	100	±1	3	8	27	48	15	±4	3.6	±0.1	
O1 – O3	100	±0	2	10	30	45	14	±5	3.6	±0.1	
O4 – O6	99	±1	2	5	22	52	19	±6	3.8	±0.1	
HISPANIC	100	±1	6	12	35	33	14	±3	3.4	±0.1	
Army	99	±1	7	16	35	29	12	±5	3.2	±0.1	
Navy	99	±1	5	12	35	35	13	±5	3.4	±0.1	
Marine Corps	100	±1	5	8	36	36	15	±7	3.5	±0.2	
Air Force	100	±1	5	8	34	37	16	±6	3.5	±0.2	
Enlisted	100	±1	6	13	37	31	13	±3	3.3	±0.1	
E1 – E4	99	±1	9	13	38	26	14	±5	3.2	±0.1	
E5 – E9	100	±1	4	12	35	36	13	±3	3.4	±0.1	

Note. Percent responding are active duty members who answered the question.

37d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	99	±1	1	6	21	54	18	±6	3.8	±0.1	
O1 – O3	100	±1	1	6	21	54	19	±8	3.8	±0.2	
O4 – O6	100	±1	1	4	20	52	24	±7	3.9	±0.1	
AIAN	100	±1	8	14	41	29	9	±9	3.2	±0.2	
Army	100	±1	15	16	38	22	10	±17	3.0	±0.4	
Navy	100	±1	0	18	34	37	10	±14	3.4	±0.2	
Marine Corps	100	±1	4	6	NR	NR	8	±6	3.4	±0.3	
Air Force	100	±1	2	11	NR	24	10	±10	3.3	±0.2	
Enlisted	100	±1	9	12	43	29	8	±10	3.2	±0.2	
E1 – E4	100	±1	NR	10	36	32	8	±17	3.1	±0.4	
E5 – E9	100	±1	3	13	49	25	9	±10	3.2	±0.1	
Officers	100	±1	2	NR	NR	NR	NR	±3	NR		
O1 – O3	99	±1	3	4	NR	NR	12	±11	3.4	±0.3	
O4 – O6	100	±0	0	NR	NR	NR	NR	±2	NR		
ASIAN	100	±1	5	9	34	40	12	±4	3.5	±0.1	
Army	100	±1	6	12	36	36	10	±7	3.3	±0.2	
Navy	100	±1	5	8	33	41	13	±5	3.5	±0.2	
Marine Corps	100	±1	4	10	26	43	17	±14	3.6	±0.3	
Air Force	100	±1	3	7	35	43	12	±7	3.5	±0.1	
Enlisted	100	±1	6	9	36	39	10	±4	3.4	±0.1	
E1 – E4	100	±1	7	12	34	38	9	±7	3.3	±0.2	
E5 – E9	100	±1	4	8	37	39	12	±5	3.5	±0.1	
Officers	100	±1	1	8	22	47	21	±8	3.8	±0.2	
O1 – O3	99	±1	1	11	22	46	20	±12	3.7	±0.3	
O4 – O6	100	±1	1	4	22	50	24	±11	3.9	±0.2	
NHPI	100	±1	8	7	38	36	11	±10	3.3	±0.2	
Army	100	±0	9	4	42	35	9	±15	3.3	±0.3	
Navy	100	±0	11	15	34	24	16	±16	3.2	±0.4	
Marine Corps	100	±0	3	8	37	43	10	±13	3.5	±0.2	
Air Force	100	±1	4	10	28	45	13	±13	3.5	±0.2	
Enlisted	100	±1	9	7	40	33	11	±10	3.3	±0.2	
Officers	100	±0	NR	1	6	83	10	±17	4.0	±0.1	
TWO OR MORE RACES	100	±1	9	12	39	31	10	±6	3.2	±0.2	
Army	100	±1	16	12	40	26	6	±14	2.9	±0.3	
Navy	100	±1	7	15	33	32	12	±9	3.3	±0.2	
Marine Corps	100	±0	4	6	NR	21	NR	±15	3.4	±0.4	
Air Force	100	±1	3	10	39	39	9	±10	3.4	±0.2	
Enlisted	100	±1	10	12	42	26	10	±7	3.1	±0.2	
E1 – E4	100	±0	15	12	45	21	7	±11	2.9	±0.3	
E5 – E9	100	±1	4	13	38	33	12	±8	3.4	±0.2	
Officers	100	±1	3	8	23	58	9	±12	3.6	±0.2	
O1 – O3	100	±1	1	9	25	57	8	±15	3.6	±0.3	
O4 – O6	100	±1	NR	4	NR	NR	14	±8	3.6	±0.5	
COAST GUARD	100	±1	2	8	28	47	15	±3	3.6	±0.1	
White	100	±1	2	7	26	49	16	±4	3.7	±0.1	
Black	100	±1	3	12	35	38	10	±4	3.4	±0.1	
Hispanic	100	±1	4	8	32	43	14	±5	3.6	±0.1	
Other Race/Ethnicity	100	±1	3	9	32	46	9	±7	3.5	±0.1	
Enlisted	100	±1	3	9	30	45	13	±4	3.6	±0.1	
Officers	100	±1	1	3	18	56	23	±5	4.0	±0.1	
Male	100	±1	2	7	27	49	15	±3	3.7	±0.1	
Female	100	±1	6	13	33	38	11	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	2	7	28	47	15	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	3	9	26	49	13	±6	3.6	±0.2	

NR: Not reportable

37. Unit Cohesion scale: Constructed from Q37. Unit Cohesion can be defined as affective ties within a small group that sustain member's commitment to each other, their unit, and their mission.

	Percent Responding		Mean	Max ME	Average Cohesion
TOTAL DOD	99	±1	3.6	±0.1	
Army	99	±1	3.5	±0.1	
Navy	99	±1	3.6	±0.1	
Marine Corps	99	±1	3.7	±0.1	
Air Force	99	±1	3.7	±0.1	
Enlisted	99	±1	3.5	±0.1	
E1 – E4	99	±1	3.5	±0.1	
E5 – E9	99	±1	3.6	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	100	±1	3.9	±0.1	
O4 – O6	99	±1	4.1	±0.1	
Male	99	±1	3.7	±0.1	
Female	99	±1	3.4	±0.1	
Not Deployed Past 12 Months	99	±1	3.7	±0.1	
Deployed Past 12 Months	99	±1	3.6	±0.1	
WHITE	99	±1	3.7	±0.1	
Army	99	±1	3.6	±0.1	
Navy	100	±1	3.7	±0.1	
Marine Corps	99	±2	3.6	±0.1	
Air Force	100	±1	3.8	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.5	±0.1	
E5 – E9	99	±1	3.6	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	100	±1	4.0	±0.1	
O4 – O6	99	±1	4.1	±0.1	
BLACK	99	±1	3.5	±0.1	
Army	99	±2	3.4	±0.1	
Navy	98	±2	3.6	±0.1	
Marine Corps	99	±1	3.6	±0.1	
Air Force	99	±1	3.6	±0.1	
Enlisted	98	±1	3.5	±0.1	
E1 – E4	98	±2	3.4	±0.2	
E5 – E9	99	±1	3.6	±0.1	
Officers	100	±1	3.8	±0.1	
O1 – O3	100	±0	3.8	±0.1	
O4 – O6	99	±1	4.0	±0.1	
HISPANIC	99	±1	3.6	±0.1	
Army	99	±1	3.5	±0.1	
Navy	99	±1	3.6	±0.1	
Marine Corps	100	±1	3.7	±0.1	
Air Force	100	±1	3.7	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.5	±0.1	
E5 – E9	99	±1	3.6	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. A higher score indicates more unit cohesion. Cronbach's coefficient alpha = 0.92.

37. Continued	Percent Responding		Mean	Max ME	Average Cohesion
Officers	99	±1	4.0	±0.1	
O1 – O3	100	±1	4.0	±0.1	
O4 – O6	100	±1	4.0	±0.1	
AIAN	100	±1	3.5	±0.2	
Army	99	±1	3.4	±0.2	
Navy	100	±1	3.6	±0.2	
Marine Corps	100	±1	3.5	±0.4	
Air Force	100	±1	3.6	±0.2	
Enlisted	100	±1	3.5	±0.1	
E1 – E4	99	±1	3.5	±0.2	
E5 – E9	100	±1	3.5	±0.1	
Officers	100	±1	NR		
O1 – O3	99	±1	3.5	±0.4	
O4 – O6	100	±0	NR		
ASIAN	99	±1	3.6	±0.1	
Army	99	±1	3.5	±0.1	
Navy	99	±2	3.7	±0.1	
Marine Corps	99	±1	3.8	±0.2	
Air Force	100	±1	3.7	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±2	3.5	±0.1	
E5 – E9	99	±1	3.6	±0.1	
Officers	100	±1	3.9	±0.2	
O1 – O3	99	±1	3.8	±0.3	
O4 – O6	100	±1	3.9	±0.1	
NHPI	100	±1	3.6	±0.2	
Army	100	±1	3.5	±0.2	
Navy	100	±0	3.4	±0.4	
Marine Corps	100	±0	3.7	±0.2	
Air Force	99	±1	3.7	±0.1	
Enlisted	100	±1	3.5	±0.2	
Officers	100	±1	4.0	±0.1	
TWO OR MORE RACES	99	±1	3.5	±0.2	
Army	100	±1	3.3	±0.3	
Navy	100	±1	3.5	±0.2	
Marine Corps	100	±1	3.6	±0.3	
Air Force	98	±3	3.6	±0.2	
Enlisted	99	±1	3.4	±0.2	
E1 – E4	99	±2	3.2	±0.3	
E5 – E9	100	±1	3.6	±0.2	
Officers	100	±1	3.7	±0.2	
O1 – O3	100	±1	3.7	±0.2	
O4 – O6	100	±1	3.6	±0.5	
COAST GUARD	99	±1	3.8	±0.1	
White	99	±1	3.8	±0.1	
Black	99	±1	3.7	±0.1	
Hispanic	100	±1	3.8	±0.1	
Other Race/Ethnicity	99	±1	3.7	±0.1	
Enlisted	99	±1	3.7	±0.1	
Officers	100	±1	4.1	±0.1	
Male	99	±1	3.8	±0.1	
Female	100	±1	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	3.8	±0.1	
Deployed Past 12 Months	99	±2	3.8	±0.1	

NR: Not reportable



## 38. How true or false is each of the following statements for you?

a. I am as healthy as anybody I know.




















































1. Definitely false  
4. Definitely true

2. Mostly false

3. Mostly true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	100	±1	4	11	56	29	±2	3.1	±0.1	
Army	99	±1	5	14	53	28	±3	3.0	±0.1	
Navy	100	±1	4	10	60	26	±3	3.1	±0.1	
Marine Corps	99	±1	5	11	52	32	±4	3.1	±0.1	
Air Force	100	±1	2	8	59	30	±3	3.2	±0.1	
Enlisted	99	±1	4	12	57	27	±2	3.1	±0.1	
E1 – E4	99	±1	5	12	54	29	±3	3.1	±0.1	
E5 – E9	99	±1	4	12	59	25	±2	3.1	±0.1	
Officers	100	±1	3	7	53	37	±3	3.2	±0.1	
O1 – O3	100	±1	2	6	51	41	±4	3.3	±0.1	
O4 – O6	100	±1	4	9	53	34	±4	3.2	±0.1	
Male	99	±1	4	11	55	29	±2	3.1	±0.1	
Female	100	±1	3	11	60	26	±3	3.1	±0.1	
Not Deployed Past 12 Months	99	±1	4	11	56	29	±2	3.1	±0.1	
Deployed Past 12 Months	100	±1	4	12	56	29	±2	3.1	±0.1	
WHITE	100	±1	4	11	57	28	±2	3.1	±0.1	
Army	100	±1	5	13	55	27	±3	3.0	±0.1	
Navy	100	±1	3	11	60	26	±4	3.1	±0.1	
Marine Corps	99	±1	5	11	53	32	±6	3.1	±0.1	
Air Force	100	±1	2	8	61	29	±3	3.2	±0.1	
Enlisted	100	±1	4	12	58	26	±2	3.1	±0.1	
E1 – E4	100	±1	4	12	56	28	±4	3.1	±0.1	
E5 – E9	100	±1	4	12	61	24	±3	3.1	±0.1	
Officers	100	±1	3	7	52	38	±4	3.2	±0.1	
O1 – O3	100	±1	2	6	51	41	±5	3.3	±0.1	
O4 – O6	100	±1	4	8	53	34	±5	3.2	±0.1	
BLACK	99	±1	5	12	53	30	±3	3.1	±0.1	
Army	99	±1	7	14	49	30	±5	3.0	±0.1	
Navy	99	±1	5	9	58	28	±4	3.1	±0.1	
Marine Corps	99	±1	5	11	52	32	±5	3.1	±0.1	
Air Force	99	±1	3	10	58	29	±4	3.1	±0.1	
Enlisted	99	±1	5	12	53	29	±3	3.1	±0.1	
E1 – E4	99	±1	7	14	46	33	±5	3.0	±0.1	
E5 – E9	99	±1	5	12	57	27	±3	3.1	±0.1	
Officers	100	±1	4	6	53	36	±4	3.2	±0.1	
O1 – O3	100	±1	3	8	53	36	±5	3.2	±0.1	
O4 – O6	100	±1	5	7	55	33	±11	3.2	±0.2	
HISPANIC	100	±1	6	10	53	31	±3	3.1	±0.1	
Army	99	±1	7	13	49	31	±5	3.0	±0.1	
Navy	100	±1	4	9	63	25	±5	3.1	±0.1	
Marine Corps	100	±1	7	9	49	34	±7	3.1	±0.2	
Air Force	99	±1	3	5	56	36	±6	3.2	±0.1	
Enlisted	100	±1	6	10	54	30	±3	3.1	±0.1	
E1 – E4	100	±1	7	11	50	33	±5	3.1	±0.1	
E5 – E9	99	±1	5	10	57	28	±4	3.1	±0.1	

Note. Percent responding are active duty members who answered the question.

38a. Continued	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
Officers	100	±1	2	6	51	41	±6	3.3	±0.1	
O1 – O3	100	±1	2	3	48	46	±8	3.4	±0.1	
O4 – O6	100	±1	2	8	52	37	±7	3.2	±0.1	
AIAN	99	±1	3	13	59	25	±9	3.1	±0.2	
Army	100	±1	3	17	53	27	±17	3.0	±0.3	
Navy	99	±2	4	8	65	23	±10	3.1	±0.2	
Marine Corps	99	±2	3	NR	NR	23	±17	3.0	±0.3	
Air Force	100	±1	2	5	67	27	±17	3.2	±0.2	
Enlisted	99	±1	3	11	59	27	±9	3.1	±0.1	
E1 – E4	99	±1	3	10	57	30	±15	3.1	±0.2	
E5 – E9	99	±1	3	11	61	25	±10	3.1	±0.2	
Officers	100	±1	1	NR	NR	13	±10	NR		
O1 – O3	100	±1	1	2	NR	21	±18	3.2	±0.2	
O4 – O6	100	±0	1	NR	NR	8	±11	NR		
ASIAN	99	±1	4	12	59	24	±4	3.0	±0.1	
Army	99	±1	6	18	54	22	±9	2.9	±0.2	
Navy	100	±1	4	10	62	24	±5	3.1	±0.1	
Marine Corps	100	±1	4	10	58	29	±12	3.1	±0.2	
Air Force	99	±1	2	9	63	26	±6	3.1	±0.1	
Enlisted	99	±1	4	13	60	23	±4	3.0	±0.1	
E1 – E4	99	±1	6	13	58	24	±7	3.0	±0.1	
E5 – E9	100	±1	3	14	61	22	±5	3.0	±0.1	
Officers	100	±1	4	8	56	32	±7	3.2	±0.2	
O1 – O3	100	±1	2	9	57	32	±11	3.2	±0.2	
O4 – O6	100	±1	NR	5	52	34	±11	3.1	±0.3	
NHPI	99	±1	7	17	53	22	±10	2.9	±0.2	
Army	99	±2	7	23	47	23	±16	2.9	±0.3	
Navy	100	±1	12	12	59	17	±14	2.8	±0.3	
Marine Corps	100	±0	5	11	59	25	±15	3.0	±0.2	
Air Force	100	±1	3	8	68	21	±9	3.1	±0.1	
Enlisted	99	±1	7	18	53	21	±10	2.9	±0.2	
Officers	100	±0	1	4	NR	NR	±5	NR		
TWO OR MORE RACES	100	±1	4	13	54	29	±6	3.1	±0.1	
Army	100	±0	4	17	57	22	±13	3.0	±0.2	
Navy	100	±1	4	11	60	25	±9	3.1	±0.2	
Marine Corps	100	±1	2	NR	NR	NR	±3	3.1	±0.3	
Air Force	99	±2	4	9	45	43	±10	3.3	±0.2	
Enlisted	100	±1	4	15	54	27	±7	3.1	±0.1	
E1 – E4	100	±1	3	15	56	26	±11	3.1	±0.2	
E5 – E9	99	±1	5	14	52	29	±8	3.1	±0.2	
Officers	100	±1	3	5	51	41	±12	3.3	±0.2	
O1 – O3	100	±1	1	3	50	47	±15	3.4	±0.2	
O4 – O6	100	±0	NR	NR	NR	NR		3.0	±0.5	
COAST GUARD	100	±1	3	13	59	25	±3	3.1	±0.1	
White	100	±1	3	14	59	24	±4	3.0	±0.1	
Black	100	±1	3	8	56	33	±4	3.2	±0.1	
Hispanic	99	±1	4	10	58	27	±5	3.1	±0.1	
Other Race/Ethnicity	100	±1	3	11	62	25	±7	3.1	±0.1	
Enlisted	100	±1	3	14	60	23	±4	3.0	±0.1	
Officers	100	±1	4	9	56	32	±5	3.2	±0.1	
Male	100	±1	3	14	59	24	±3	3.0	±0.1	
Female	100	±1	3	10	57	31	±3	3.2	±0.1	
Not Deployed Past 12 Months	100	±1	3	13	59	25	±3	3.1	±0.1	
Deployed Past 12 Months	100	±1	4	13	59	24	±6	3.0	±0.1	

NR: Not reportable

## 38. How true or false is each of the following statements for you?

## b. I seem to get sick a little easier than other people.

1. Definitely false  
4. Definitely true

2. Mostly false

3. Mostly true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	99	±1	57	33	8	2	±2	1.5	±0.1	
Army	99	±1	56	34	9	2	±3	1.6	±0.1	
Navy	99	±1	55	35	9	2	±3	1.6	±0.1	
Marine Corps	99	±1	58	34	6	1	±4	1.5	±0.1	
Air Force	99	±1	62	31	7	1	±3	1.5	±0.1	
Enlisted	99	±1	57	33	8	2	±2	1.5	±0.1	
E1 – E4	99	±1	55	33	9	2	±3	1.6	±0.1	
E5 – E9	99	±1	58	33	7	2	±2	1.5	±0.1	
Officers	99	±1	60	32	7	1	±3	1.5	±0.1	
O1 – O3	100	±1	60	32	7	1	±4	1.5	±0.1	
O4 – O6	99	±1	61	32	7	1	±4	1.5	±0.1	
Male	99	±1	60	33	7	1	±2	1.5	±0.1	
Female	99	±1	43	37	15	4	±3	1.8	±0.1	
Not Deployed Past 12 Months	99	±1	58	32	8	2	±2	1.5	±0.1	
Deployed Past 12 Months	99	±1	57	34	7	2	±2	1.5	±0.1	
WHITE	99	±1	57	34	8	1	±2	1.5	±0.1	
Army	100	±1	56	34	9	2	±3	1.6	±0.1	
Navy	99	±1	55	35	8	1	±4	1.5	±0.1	
Marine Corps	99	±1	58	35	7	1	±5	1.5	±0.1	
Air Force	99	±1	61	31	6	1	±3	1.5	±0.1	
Enlisted	99	±1	57	34	8	1	±2	1.5	±0.1	
E1 – E4	99	±1	55	34	9	1	±4	1.6	±0.1	
E5 – E9	100	±1	58	34	6	1	±3	1.5	±0.1	
Officers	99	±1	59	32	7	1	±4	1.5	±0.1	
O1 – O3	100	±1	59	31	8	1	±5	1.5	±0.1	
O4 – O6	99	±1	61	32	7	1	±5	1.5	±0.1	
BLACK	99	±1	59	30	8	3	±3	1.5	±0.1	
Army	99	±1	57	32	9	3	±5	1.6	±0.1	
Navy	100	±1	57	32	9	3	±4	1.6	±0.1	
Marine Corps	100	±1	63	28	7	2	±5	1.5	±0.1	
Air Force	99	±1	65	26	8	2	±4	1.5	±0.1	
Enlisted	99	±1	58	31	9	3	±3	1.6	±0.1	
E1 – E4	99	±1	56	31	10	3	±5	1.6	±0.1	
E5 – E9	99	±1	60	30	8	3	±3	1.5	±0.1	
Officers	99	±1	65	27	6	2	±4	1.4	±0.1	
O1 – O3	99	±1	63	29	5	3	±5	1.5	±0.1	
O4 – O6	99	±1	63	28	7	1	±9	1.5	±0.2	
HISPANIC	99	±1	59	32	7	2	±3	1.5	±0.1	
Army	99	±1	58	32	7	3	±5	1.5	±0.1	
Navy	99	±1	58	32	9	1	±5	1.5	±0.1	
Marine Corps	99	±1	61	32	5	2	±7	1.5	±0.1	
Air Force	99	±1	61	32	4	3	±6	1.5	±0.1	
Enlisted	99	±1	59	32	7	2	±3	1.5	±0.1	
E1 – E4	99	±1	60	31	7	3	±5	1.5	±0.1	
E5 – E9	99	±1	58	34	7	2	±4	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

38b. Continued	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
Officers	100	±1	60	33	6	1	±6	1.5	±0.1	
O1 – O3	100	±0	61	32	5	1	±8	1.5	±0.1	
O4 – O6	100	±1	63	30	5	1	±8	1.4	±0.1	
AIAN	99	±1	58	36	5	1	±9	1.5	±0.1	
Army	99	±1	62	33	4	1	±12	1.4	±0.2	
Navy	98	±2	60	30	9	2	±11	1.5	±0.2	
Marine Corps	99	±2	NR	NR	5	2	±5	1.7	±0.2	
Air Force	100	±1	66	30	3	1	±16	1.4	±0.2	
Enlisted	99	±1	57	36	6	1	±10	1.5	±0.1	
E1 – E4	99	±1	53	40	6	1	±16	1.5	±0.2	
E5 – E9	99	±1	61	32	5	2	±9	1.5	±0.1	
Officers	100	±1	NR	NR	2	0	±2	1.4	±0.3	
O1 – O3	100	±1	NR	NR	3	0	±5	NR		
O4 – O6	100	±1	NR	NR	1	0	±3	NR		
ASIAN	99	±1	46	38	14	2	±4	1.7	±0.1	
Army	98	±2	41	40	15	4	±7	1.8	±0.1	
Navy	99	±2	44	40	15	2	±5	1.7	±0.1	
Marine Corps	99	±1	55	33	10	2	±11	1.6	±0.2	
Air Force	99	±1	51	34	13	2	±7	1.7	±0.1	
Enlisted	99	±1	45	37	15	3	±4	1.8	±0.1	
E1 – E4	99	±2	40	43	14	4	±7	1.8	±0.1	
E5 – E9	99	±1	49	33	16	2	±5	1.7	±0.1	
Officers	98	±3	50	42	7	1	±7	1.6	±0.1	
O1 – O3	98	±4	51	41	7	1	±9	1.6	±0.1	
O4 – O6	100	±1	50	43	6	1	±12	1.6	±0.2	
NHPI	97	±4	51	37	8	4	±10	1.6	±0.2	
Army	96	±6	49	44	5	NR	±15	1.6	±0.2	
Navy	100	±0	51	26	NR	NR	±14	1.8	±0.4	
Marine Corps	100	±0	47	28	10	NR	±12	1.9	±0.5	
Air Force	99	±1	62	28	8	2	±10	1.5	±0.2	
Enlisted	97	±4	51	36	9	4	±10	1.7	±0.2	
Officers	100	±0	NR	NR	2	1	±4	NR		
TWO OR MORE RACES	100	±1	56	33	10	1	±6	1.6	±0.1	
Army	100	±1	55	32	13	0	±13	1.6	±0.2	
Navy	100	±1	51	36	11	2	±9	1.6	±0.2	
Marine Corps	100	±1	NR	NR	7	1	±8	1.5	±0.3	
Air Force	99	±2	64	29	6	2	±9	1.5	±0.2	
Enlisted	99	±1	55	33	10	1	±7	1.6	±0.1	
E1 – E4	100	±1	53	33	12	1	±10	1.6	±0.2	
E5 – E9	99	±1	58	34	8	1	±8	1.5	±0.1	
Officers	100	±1	60	30	7	NR	±12	1.5	±0.2	
O1 – O3	100	±1	65	32	2	0	±15	1.4	±0.2	
O4 – O6	100	±0	NR	NR	NR	NR		2.0	±0.5	
COAST GUARD	99	±1	59	33	7	1	±3	1.5	±0.1	
White	99	±1	59	33	7	1	±4	1.5	±0.1	
Black	99	±1	66	27	6	1	±4	1.4	±0.1	
Hispanic	99	±1	60	31	8	2	±5	1.5	±0.1	
Other Race/Ethnicity	100	±1	52	39	7	1	±7	1.6	±0.1	
Enlisted	99	±1	59	33	7	1	±4	1.5	±0.1	
Officers	99	±1	58	35	6	1	±4	1.5	±0.1	
Male	99	±1	60	33	6	1	±3	1.5	±0.1	
Female	100	±1	49	38	11	3	±3	1.7	±0.1	
Not Deployed Past 12 Months	99	±1	59	32	7	1	±3	1.5	±0.1	
Deployed Past 12 Months	100	±1	57	36	6	0	±6	1.5	±0.1	

NR: Not reportable














































## 38. How true or false is each of the following statements for you?

c. I expect my health to get worse.

1. Definitely false  
4. Definitely true

2. Mostly false

3. Mostly true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	99	±1	56	29	12	3	±2	1.6	±0.1	
Army	99	±1	52	28	16	4	±3	1.7	±0.1	
Navy	100	±1	55	32	10	3	±3	1.6	±0.1	
Marine Corps	99	±1	53	31	13	3	±4	1.7	±0.1	
Air Force	100	±1	63	27	8	1	±2	1.5	±0.1	
Enlisted	99	±1	56	28	13	3	±2	1.6	±0.1	
E1 – E4	99	±1	57	27	12	3	±3	1.6	±0.1	
E5 – E9	100	±1	55	30	13	3	±2	1.6	±0.1	
Officers	100	±1	54	33	11	2	±3	1.6	±0.1	
O1 – O3	100	±1	57	32	9	2	±4	1.6	±0.1	
O4 – O6	100	±1	51	34	12	3	±4	1.7	±0.1	
Male	99	±1	55	29	13	3	±2	1.6	±0.1	
Female	100	±1	57	30	10	3	±3	1.6	±0.1	
Not Deployed Past 12 Months	99	±1	58	28	11	3	±2	1.6	±0.1	
Deployed Past 12 Months	100	±1	52	31	14	3	±2	1.7	±0.1	
WHITE	100	±1	53	31	13	3	±2	1.7	±0.1	
Army	100	±1	50	29	18	4	±3	1.8	±0.1	
Navy	100	±1	52	34	10	3	±4	1.6	±0.1	
Marine Corps	99	±1	50	33	13	3	±5	1.7	±0.1	
Air Force	100	±1	60	29	9	1	±3	1.5	±0.1	
Enlisted	100	±1	53	30	14	3	±2	1.7	±0.1	
E1 – E4	99	±1	55	29	13	3	±4	1.7	±0.1	
E5 – E9	100	±1	52	31	15	3	±3	1.7	±0.1	
Officers	100	±1	52	34	11	3	±4	1.6	±0.1	
O1 – O3	100	±1	55	33	9	3	±5	1.6	±0.1	
O4 – O6	100	±1	50	35	12	3	±5	1.7	±0.1	
BLACK	99	±1	64	24	10	2	±3	1.5	±0.1	
Army	99	±1	60	25	13	3	±5	1.6	±0.1	
Navy	99	±1	65	25	8	2	±4	1.5	±0.1	
Marine Corps	100	±1	64	20	14	2	±5	1.5	±0.1	
Air Force	99	±1	70	22	7	2	±4	1.4	±0.1	
Enlisted	99	±1	63	24	11	2	±3	1.5	±0.1	
E1 – E4	99	±1	67	21	10	2	±5	1.5	±0.1	
E5 – E9	99	±1	61	26	11	2	±3	1.5	±0.1	
Officers	99	±2	67	23	8	2	±4	1.4	±0.1	
O1 – O3	99	±1	67	25	6	2	±5	1.4	±0.1	
O4 – O6	100	±1	63	25	10	2	±5	1.5	±0.1	
HISPANIC	100	±1	62	27	9	3	±3	1.5	±0.1	
Army	100	±1	57	29	10	3	±5	1.6	±0.1	
Navy	99	±1	62	29	6	3	±5	1.5	±0.1	
Marine Corps	100	±1	62	24	10	4	±6	1.5	±0.1	
Air Force	100	±1	70	23	5	1	±6	1.4	±0.1	
Enlisted	99	±1	62	27	9	3	±3	1.5	±0.1	
E1 – E4	100	±1	64	24	8	3	±5	1.5	±0.1	
E5 – E9	99	±1	59	29	9	3	±3	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

38c. Continued	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
Officers	100	±1	62	30	7	2	±6	1.5	±0.1	
O1 – O3	100	±1	68	26	5	2	±7	1.4	±0.1	
O4 – O6	100	±1	54	33	11	2	±8	1.6	±0.1	
AIAN	99	±1	48	31	17	5	±9	1.8	±0.2	
Army	100	±1	48	23	21	NR	±16	1.9	±0.4	
Navy	99	±2	40	45	13	2	±13	1.8	±0.2	
Marine Corps	99	±2	NR	NR	NR	3	±3	1.8	±0.3	
Air Force	100	±1	NR	25	NR	2	±17	1.5	±0.3	
Enlisted	99	±1	50	31	13	5	±11	1.7	±0.2	
E1 – E4	99	±1	53	29	10	NR	±18	1.7	±0.4	
E5 – E9	99	±1	48	33	17	3	±10	1.7	±0.2	
Officers	100	±1	NR	NR	NR	2	±2	NR		
O1 – O3	100	±1	NR	NR	6	2	±6	1.8	±0.2	
O4 – O6	100	±0	NR	NR	NR	2	±3	NR		
ASIAN	99	±1	52	33	12	3	±4	1.6	±0.1	
Army	99	±2	49	31	16	3	±7	1.7	±0.1	
Navy	99	±1	53	34	10	3	±5	1.6	±0.1	
Marine Corps	99	±1	46	40	12	3	±14	1.7	±0.2	
Air Force	99	±1	59	29	11	1	±6	1.5	±0.1	
Enlisted	99	±1	53	32	13	3	±4	1.7	±0.1	
E1 – E4	99	±1	53	32	12	3	±7	1.6	±0.1	
E5 – E9	99	±1	52	32	13	3	±5	1.7	±0.1	
Officers	99	±1	52	38	9	1	±7	1.6	±0.1	
O1 – O3	99	±1	56	36	7	1	±9	1.5	±0.1	
O4 – O6	100	±1	47	42	10	1	±11	1.7	±0.2	
NHPI	100	±1	49	32	13	6	±10	1.8	±0.2	
Army	100	±1	42	38	14	6	±17	1.8	±0.3	
Navy	100	±1	53	21	NR	NR	±14	1.8	±0.4	
Marine Corps	99	±2	48	31	13	NR	±14	1.8	±0.4	
Air Force	100	±1	69	23	7	1	±8	1.4	±0.1	
Enlisted	100	±1	48	32	14	6	±10	1.8	±0.2	
Officers	100	±0	NR	NR	4	1	±6	NR		
TWO OR MORE RACES	100	±1	50	30	15	5	±6	1.7	±0.2	
Army	100	±1	45	28	21	7	±13	1.9	±0.3	
Navy	100	±1	47	33	13	7	±9	1.8	±0.2	
Marine Corps	100	±1	NR	NR	NR	4	±8	1.8	±0.4	
Air Force	99	±1	64	28	7	1	±9	1.4	±0.2	
Enlisted	100	±1	51	28	16	5	±7	1.8	±0.2	
E1 – E4	100	±1	52	24	17	6	±11	1.8	±0.3	
E5 – E9	100	±1	49	33	14	4	±8	1.7	±0.2	
Officers	100	±1	49	39	10	3	±13	1.7	±0.2	
O1 – O3	100	±1	55	35	10	0	±16	1.6	±0.2	
O4 – O6	100	±0	NR	NR	10	NR	±7	1.9	±0.5	
COAST GUARD	100	±1	56	32	10	1	±3	1.6	±0.1	
White	100	±1	54	34	11	1	±4	1.6	±0.1	
Black	100	±1	70	22	7	1	±3	1.4	±0.1	
Hispanic	100	±1	66	23	9	3	±6	1.5	±0.1	
Other Race/Ethnicity	100	±1	57	30	12	2	±6	1.6	±0.1	
Enlisted	100	±1	57	32	9	2	±4	1.6	±0.1	
Officers	100	±1	53	32	15	1	±4	1.6	±0.1	
Male	100	±1	56	32	11	1	±3	1.6	±0.1	
Female	100	±1	62	29	7	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	100	±1	57	31	10	2	±3	1.6	±0.1	
Deployed Past 12 Months	100	±1	54	33	11	1	±6	1.6	±0.1	

NR: Not reportable

## 38. How true or false is each of the following statements for you?

## d. My health is excellent.






















































1. Definitely false  
4. Definitely true

2. Mostly false

3. Mostly true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	100	±1	6	11	54	29	±2	3.1	±0.1	
Army	100	±1	8	14	52	27	±3	3.0	±0.1	
Navy	100	±1	5	11	56	28	±3	3.1	±0.1	
Marine Corps	100	±1	5	9	52	33	±4	3.1	±0.1	
Air Force	100	±1	3	8	57	31	±3	3.2	±0.1	
Enlisted	100	±1	6	12	54	27	±2	3.0	±0.1	
E1 – E4	100	±1	7	12	52	29	±3	3.0	±0.1	
E5 – E9	100	±1	6	12	56	26	±2	3.0	±0.1	
Officers	100	±1	3	7	52	38	±3	3.3	±0.1	
O1 – O3	99	±1	3	6	50	42	±4	3.3	±0.1	
O4 – O6	100	±1	2	8	54	35	±4	3.2	±0.1	
Male	100	±1	5	11	54	30	±2	3.1	±0.1	
Female	100	±1	8	12	55	26	±3	3.0	±0.1	
Not Deployed Past 12 Months	100	±1	6	11	54	29	±2	3.1	±0.1	
Deployed Past 12 Months	100	±1	5	12	54	29	±2	3.1	±0.1	
WHITE	100	±1	5	11	55	29	±2	3.1	±0.1	
Army	100	±1	7	13	52	27	±3	3.0	±0.1	
Navy	100	±1	4	13	56	27	±4	3.1	±0.1	
Marine Corps	100	±1	5	8	55	32	±5	3.1	±0.1	
Air Force	100	±1	3	8	58	31	±3	3.2	±0.1	
Enlisted	100	±1	6	12	56	26	±2	3.0	±0.1	
E1 – E4	100	±1	6	12	54	28	±4	3.0	±0.1	
E5 – E9	100	±1	5	12	58	25	±3	3.0	±0.1	
Officers	100	±1	2	8	51	38	±4	3.3	±0.1	
O1 – O3	99	±1	3	6	49	42	±5	3.3	±0.1	
O4 – O6	100	±0	2	9	54	35	±5	3.2	±0.1	
BLACK	99	±1	8	12	52	29	±3	3.0	±0.1	
Army	99	±1	10	14	49	27	±5	2.9	±0.1	
Navy	99	±1	7	9	54	30	±4	3.1	±0.1	
Marine Corps	100	±1	6	11	49	34	±5	3.1	±0.1	
Air Force	99	±1	4	9	58	29	±4	3.1	±0.1	
Enlisted	99	±1	8	12	52	28	±3	3.0	±0.1	
E1 – E4	99	±1	9	13	47	32	±5	3.0	±0.1	
E5 – E9	99	±1	8	12	55	26	±3	3.0	±0.1	
Officers	100	±1	4	5	54	37	±4	3.2	±0.1	
O1 – O3	99	±1	3	7	54	37	±5	3.2	±0.1	
O4 – O6	99	±1	4	6	52	38	±6	3.2	±0.1	
HISPANIC	100	±1	6	10	52	31	±3	3.1	±0.1	
Army	100	±1	7	13	50	29	±5	3.0	±0.1	
Navy	100	±1	6	8	57	30	±5	3.1	±0.1	
Marine Corps	99	±1	7	9	47	37	±7	3.1	±0.2	
Air Force	100	±1	3	6	57	33	±6	3.2	±0.1	
Enlisted	100	±1	7	11	52	31	±3	3.1	±0.1	
E1 – E4	100	±1	7	10	50	33	±5	3.1	±0.1	
E5 – E9	100	±1	6	11	54	29	±4	3.1	±0.1	

Note. Percent responding are active duty members who answered the question.

38d. Continued	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
Officers	100	±1	3	4	52	42	±6	3.3	±0.1	
O1 – O3	100	±1	2	3	46	49	±8	3.4	±0.1	
O4 – O6	100	±0	2	6	51	40	±7	3.3	±0.1	
AIAN	100	±1	7	12	53	28	±9	3.0	±0.2	
Army	100	±1	4	16	54	26	±16	3.0	±0.2	
Navy	100	±1	11	8	60	22	±15	2.9	±0.3	
Marine Corps	99	±2	NR	7	NR	27	±18	3.0	±0.4	
Air Force	100	±1	1	NR	41	NR	±15	3.3	±0.3	
Enlisted	100	±1	8	13	49	31	±9	3.0	±0.2	
E1 – E4	99	±1	9	NR	46	33	±15	3.0	±0.3	
E5 – E9	100	±1	7	14	51	29	±11	3.0	±0.2	
Officers	100	±1	2	4	82	12	±13	3.0	±0.1	
O1 – O3	100	±1	1	5	NR	18	±16	3.1	±0.1	
O4 – O6	100	±1	2	2	87	8	±17	3.0	±0.1	
ASIAN	99	±1	4	11	54	31	±4	3.1	±0.1	
Army	100	±1	6	13	56	25	±7	3.0	±0.1	
Navy	100	±1	3	10	56	31	±5	3.1	±0.1	
Marine Corps	100	±1	5	8	43	44	±14	3.3	±0.2	
Air Force	98	±4	3	12	51	33	±7	3.1	±0.1	
Enlisted	99	±1	5	12	53	30	±4	3.1	±0.1	
E1 – E4	98	±3	6	11	53	30	±7	3.1	±0.1	
E5 – E9	100	±1	4	13	53	29	±5	3.1	±0.1	
Officers	100	±1	2	6	56	36	±8	3.3	±0.1	
O1 – O3	100	±1	2	5	58	35	±10	3.3	±0.2	
O4 – O6	100	±1	2	6	52	41	±12	3.3	±0.2	
NHPI	100	±1	7	18	47	28	±10	3.0	±0.2	
Army	100	±0	7	25	38	30	±16	2.9	±0.3	
Navy	100	±1	14	7	53	26	±14	2.9	±0.3	
Marine Corps	100	±0	3	8	60	28	±14	3.1	±0.2	
Air Force	100	±1	5	7	65	24	±9	3.1	±0.1	
Enlisted	100	±1	7	19	46	27	±10	2.9	±0.2	
Officers	100	±0	1	2	NR	NR	±4	NR		
TWO OR MORE RACES	100	±1	4	15	52	29	±6	3.1	±0.1	
Army	100	±1	4	19	53	23	±12	2.9	±0.2	
Navy	100	±1	6	15	55	25	±9	3.0	±0.2	
Marine Corps	100	±0	2	13	NR	NR	±12	3.2	±0.3	
Air Force	100	±1	2	10	51	37	±9	3.2	±0.2	
Enlisted	100	±1	4	16	53	27	±7	3.0	±0.1	
E1 – E4	100	±1	4	17	54	25	±10	3.0	±0.2	
E5 – E9	100	±1	4	15	51	29	±8	3.1	±0.2	
Officers	100	±1	3	5	51	41	±12	3.3	±0.2	
O1 – O3	100	±1	1	3	49	47	±15	3.4	±0.2	
O4 – O6	100	±0	NR	NR	NR	NR		2.9	±0.5	
COAST GUARD	100	±1	2	12	61	25	±3	3.1	±0.1	
White	100	±1	2	13	61	24	±4	3.1	±0.1	
Black	100	±1	3	7	55	34	±4	3.2	±0.1	
Hispanic	100	±1	3	10	58	29	±4	3.1	±0.1	
Other Race/Ethnicity	100	±0	3	11	60	27	±7	3.1	±0.1	
Enlisted	100	±1	2	13	61	24	±4	3.1	±0.1	
Officers	100	±1	3	9	58	30	±4	3.2	±0.1	
Male	100	±1	2	12	61	24	±3	3.1	±0.1	
Female	100	±1	4	10	57	29	±3	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	2	12	61	24	±3	3.1	±0.1	
Deployed Past 12 Months	100	±1	3	13	57	27	±6	3.1	±0.1	




















































NR: Not reportable



38. General Health scale: Constructed from Q38. The General Health scale is designed to provide a self-assessment of overall physical well-being.

	Percent Responding		Mean	Max ME	General Health
TOTAL DOD	99	±1	3.2	±0.1	
Army	99	±1	3.2	±0.1	
Navy	99	±1	3.2	±0.1	
Marine Corps	99	±1	3.3	±0.1	
Air Force	99	±1	3.3	±0.1	
Enlisted	99	±1	3.2	±0.1	
E1 – E4	99	±1	3.2	±0.1	
E5 – E9	99	±1	3.2	±0.1	
Officers	99	±1	3.3	±0.1	
O1 – O3	99	±1	3.4	±0.1	
O4 – O6	99	±1	3.3	±0.1	
Male	99	±1	3.3	±0.1	
Female	99	±1	3.2	±0.1	
Not Deployed Past 12 Months	99	±1	3.3	±0.1	
Deployed Past 12 Months	99	±1	3.2	±0.1	
WHITE	99	±1	3.2	±0.1	
Army	99	±1	3.2	±0.1	
Navy	99	±1	3.2	±0.1	
Marine Corps	99	±2	3.3	±0.1	
Air Force	99	±1	3.3	±0.1	
Enlisted	99	±1	3.2	±0.1	
E1 – E4	99	±1	3.2	±0.1	
E5 – E9	99	±1	3.2	±0.1	
Officers	99	±1	3.3	±0.1	
O1 – O3	99	±1	3.4	±0.1	
O4 – O6	99	±2	3.3	±0.1	
BLACK	98	±1	3.3	±0.1	
Army	98	±1	3.2	±0.1	
Navy	99	±1	3.3	±0.1	
Marine Corps	99	±1	3.3	±0.1	
Air Force	98	±2	3.4	±0.1	
Enlisted	98	±1	3.2	±0.1	
E1 – E4	98	±1	3.3	±0.1	
E5 – E9	99	±1	3.2	±0.1	
Officers	98	±2	3.4	±0.1	
O1 – O3	99	±1	3.4	±0.1	
O4 – O6	98	±1	3.4	±0.1	
HISPANIC	99	±1	3.3	±0.1	
Army	99	±1	3.2	±0.1	
Navy	98	±2	3.3	±0.1	
Marine Corps	99	±1	3.3	±0.1	
Air Force	99	±1	3.4	±0.1	
Enlisted	99	±1	3.3	±0.1	
E1 – E4	99	±1	3.3	±0.1	
E5 – E9	99	±1	3.3	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 4. A higher score indicates more positive perceptions of health. Cronbach's coefficient alpha = 0.75.

38. Continued	Percent Responding		Mean	Max ME	General Health
Officers	99	±1	3.4	±0.1	
O1 – O3	99	±1	3.5	±0.1	
O4 – O6	99	±1	3.4	±0.1	
AIAN	99	±1	3.2	±0.1	
Army	99	±1	3.2	±0.2	
Navy	97	±3	3.2	±0.1	
Marine Corps	99	±2	3.1	±0.3	
Air Force	99	±1	3.4	±0.2	
Enlisted	99	±1	3.2	±0.2	
E1 – E4	99	±1	3.2	±0.2	
E5 – E9	98	±2	3.2	±0.2	
Officers	99	±1	3.1	±0.2	
O1 – O3	100	±1	3.3	±0.2	
O4 – O6	99	±1	NR		
ASIAN	98	±2	3.2	±0.1	
Army	97	±2	3.1	±0.1	
Navy	98	±2	3.2	±0.1	
Marine Corps	99	±1	3.3	±0.2	
Air Force	97	±4	3.3	±0.1	
Enlisted	98	±2	3.2	±0.1	
E1 – E4	97	±3	3.2	±0.1	
E5 – E9	98	±1	3.2	±0.1	
Officers	98	±3	3.3	±0.1	
O1 – O3	97	±4	3.3	±0.1	
O4 – O6	99	±1	3.3	±0.2	
NHPI	97	±4	3.1	±0.2	
Army	95	±6	3.1	±0.2	
Navy	100	±1	3.0	±0.3	
Marine Corps	99	±2	3.1	±0.2	
Air Force	99	±1	3.3	±0.1	
Enlisted	97	±4	3.1	±0.2	
Officers	100	±0	NR		
TWO OR MORE RACES	99	±1	3.2	±0.1	
Army	99	±1	3.1	±0.2	
Navy	100	±1	3.2	±0.2	
Marine Corps	99	±1	3.2	±0.2	
Air Force	98	±2	3.4	±0.1	
Enlisted	99	±1	3.2	±0.1	
E1 – E4	99	±1	3.2	±0.2	
E5 – E9	99	±2	3.2	±0.1	
Officers	99	±1	3.4	±0.2	
O1 – O3	99	±1	3.5	±0.2	
O4 – O6	100	±0	NR		
COAST GUARD	99	±1	3.3	±0.1	
White	99	±1	3.3	±0.1	
Black	99	±1	3.4	±0.1	
Hispanic	99	±1	3.3	±0.1	
Other Race/Ethnicity	100	±1	3.3	±0.1	
Enlisted	99	±1	3.3	±0.1	
Officers	99	±1	3.3	±0.1	
Male	99	±1	3.3	±0.1	
Female	100	±1	3.3	±0.1	
Not Deployed Past 12 Months	99	±1	3.3	±0.1	
Deployed Past 12 Months	100	±1	3.3	±0.1	

NR: Not reportable

**39. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health?**

**a. Cut down on the amount of time you spent on work or other activities**

1. Little or none of the time  
4. All or most of the time

2. Some of the time

3. A good bit of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
<b>TOTAL DOD</b>	100	±1	76	18	4	2	±2	1.3	±0.1	
Army	100	±1	73	20	5	3	±2	1.4	±0.1	
Navy	100	±1	76	19	4	1	±2	1.3	±0.1	
Marine Corps	99	±1	75	17	5	3	±4	1.4	±0.1	
Air Force	100	±1	81	14	4	1	±2	1.2	±0.1	
Enlisted	100	±1	74	19	5	2	±2	1.3	±0.1	
E1 – E4	100	±1	71	21	5	3	±3	1.4	±0.1	
E5 – E9	100	±1	77	17	4	1	±2	1.3	±0.1	
Officers	100	±1	83	13	3	1	±2	1.2	±0.1	
O1 – O3	100	±1	83	12	3	1	±3	1.2	±0.1	
O4 – O6	100	±1	84	13	2	1	±3	1.2	±0.1	
Male	100	±1	77	17	4	2	±2	1.3	±0.1	
Female	100	±1	71	21	7	2	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	76	18	5	2	±2	1.3	±0.1	
Deployed Past 12 Months	100	±1	76	18	4	2	±2	1.3	±0.1	
<b>WHITE</b>	100	±1	78	16	4	2	±2	1.3	±0.1	
Army	100	±1	75	18	4	3	±3	1.3	±0.1	
Navy	100	±1	80	16	3	1	±3	1.2	±0.1	
Marine Corps	99	±1	77	14	5	3	±5	1.3	±0.1	
Air Force	100	±1	82	13	4	1	±3	1.2	±0.1	
Enlisted	100	±1	77	17	5	2	±2	1.3	±0.1	
E1 – E4	100	±1	74	18	5	3	±3	1.4	±0.1	
E5 – E9	100	±1	80	15	4	1	±2	1.3	±0.1	
Officers	100	±1	84	13	2	1	±3	1.2	±0.1	
O1 – O3	100	±1	83	12	3	2	±4	1.2	±0.1	
O4 – O6	100	±1	84	13	1	1	±4	1.2	±0.1	
<b>BLACK</b>	99	±1	72	21	5	2	±3	1.4	±0.1	
Army	99	±1	71	22	4	2	±4	1.4	±0.1	
Navy	100	±1	68	23	7	2	±4	1.4	±0.1	
Marine Corps	99	±1	74	19	5	2	±4	1.3	±0.1	
Air Force	100	±1	76	18	5	1	±4	1.3	±0.1	
Enlisted	99	±1	71	22	5	2	±3	1.4	±0.1	
E1 – E4	99	±1	68	25	6	2	±5	1.4	±0.1	
E5 – E9	99	±1	73	21	5	1	±3	1.4	±0.1	
Officers	100	±1	83	12	4	1	±3	1.2	±0.1	
O1 – O3	100	±1	82	13	4	1	±4	1.2	±0.1	
O4 – O6	100	±1	85	11	3	1	±4	1.2	±0.1	
<b>HISPANIC</b>	100	±1	73	19	5	3	±3	1.4	±0.1	
Army	100	±1	69	21	6	3	±4	1.4	±0.1	
Navy	100	±1	75	18	5	2	±5	1.3	±0.1	
Marine Corps	100	±1	70	22	5	3	±7	1.4	±0.1	
Air Force	100	±1	83	13	3	1	±5	1.2	±0.1	
Enlisted	100	±1	72	20	5	3	±3	1.4	±0.1	
E1 – E4	100	±1	68	22	6	4	±5	1.5	±0.1	
E5 – E9	100	±1	76	17	5	2	±3	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

39a. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
Officers	100	±1	83	13	3	0	±5	1.2	±0.1	
O1 – O3	100	±0	83	12	4	1	±7	1.2	±0.1	
O4 – O6	100	±1	85	12	3	0	±6	1.2	±0.1	
AIAN	100	±1	70	21	4	NR	±9	1.4	±0.3	
Army	100	±1	75	20	4	1	±10	1.3	±0.1	
Navy	100	±0	72	23	4	1	±12	1.3	±0.2	
Marine Corps	99	±1	NR	NR	4	NR	±4	NR		
Air Force	100	±1	77	18	4	1	±17	1.3	±0.2	
Enlisted	100	±1	69	21	4	NR	±10	1.5	±0.3	
E1 – E4	100	±1	64	22	4	NR	±16	1.6	±0.5	
E5 – E9	100	±1	74	20	5	1	±8	1.3	±0.1	
Officers	100	±1	NR	NR	2	1	±2	1.3	±0.2	
O1 – O3	100	±0	85	11	3	1	±14	1.2	±0.2	
O4 – O6	100	±1	NR	NR	1	0	±3	NR		
ASIAN	99	±1	65	29	6	1	±4	1.4	±0.1	
Army	99	±1	65	25	8	2	±6	1.5	±0.1	
Navy	100	±1	62	33	4	1	±6	1.4	±0.1	
Marine Corps	100	±1	63	31	5	1	±15	1.4	±0.2	
Air Force	99	±1	70	23	6	1	±7	1.4	±0.1	
Enlisted	99	±1	61	32	6	1	±4	1.5	±0.1	
E1 – E4	99	±1	59	34	6	1	±7	1.5	±0.1	
E5 – E9	100	±1	63	30	6	1	±5	1.5	±0.1	
Officers	100	±1	80	15	4	1	±6	1.3	±0.1	
O1 – O3	100	±1	80	13	5	1	±8	1.3	±0.1	
O4 – O6	100	±1	80	17	2	0	±12	1.2	±0.1	
NHPI	100	±1	57	32	8	4	±10	1.6	±0.2	
Army	100	±1	52	37	6	4	±15	1.6	±0.2	
Navy	100	±0	53	26	NR	NR	±14	1.7	±0.4	
Marine Corps	100	±0	69	23	8	0	±11	1.4	±0.2	
Air Force	100	±1	70	NR	5	1	±17	1.4	±0.2	
Enlisted	100	±1	56	32	8	4	±10	1.6	±0.2	
Officers	100	±0	NR	NR	1	NR	±2	NR		
TWO OR MORE RACES	99	±2	75	20	3	2	±6	1.3	±0.1	
Army	99	±2	71	26	2	1	±13	1.3	±0.2	
Navy	100	±1	72	20	3	5	±9	1.4	±0.2	
Marine Corps	96	±7	NR	NR	7	1	±11	1.4	±0.2	
Air Force	100	±1	83	14	2	1	±7	1.2	±0.1	
Enlisted	99	±2	73	22	3	2	±7	1.3	±0.1	
E1 – E4	99	±2	66	27	4	2	±11	1.4	±0.2	
E5 – E9	99	±2	81	16	1	2	±6	1.2	±0.1	
Officers	100	±0	83	11	4	NR	±9	1.3	±0.2	
O1 – O3	100	±0	86	11	2	0	±9	1.2	±0.1	
O4 – O6	100	±0	NR	10	NR	NR	±7	NR		
COAST GUARD	100	±1	80	16	3	1	±3	1.3	±0.1	
White	100	±1	81	15	3	1	±3	1.2	±0.1	
Black	100	±1	78	16	4	1	±3	1.3	±0.1	
Hispanic	100	±1	73	23	4	1	±5	1.3	±0.1	
Other Race/Ethnicity	100	±0	75	19	6	1	±6	1.3	±0.1	
Enlisted	100	±1	79	17	3	1	±3	1.3	±0.1	
Officers	100	±1	84	13	3	0	±3	1.2	±0.1	
Male	100	±1	80	16	3	1	±3	1.3	±0.1	
Female	100	±1	78	16	5	1	±3	1.3	±0.1	
Not Deployed Past 12 Months	100	±1	80	16	3	1	±3	1.3	±0.1	
Deployed Past 12 Months	100	±1	79	18	3	1	±6	1.3	±0.1	

NR: Not reportable

**39. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health?**

**b. Accomplished less than you would like**

1. Little or none of the time  
4. All or most of the time

2. Some of the time

3. A good bit of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
<b>TOTAL DOD</b>	99	±1	68	23	7	2	±2	1.4	±0.1	
Army	99	±1	64	24	8	3	±3	1.5	±0.1	
Navy	100	±1	68	24	7	2	±3	1.4	±0.1	
Marine Corps	99	±1	69	22	7	3	±4	1.4	±0.1	
Air Force	99	±1	75	19	5	1	±2	1.3	±0.1	
Enlisted	100	±1	67	23	7	3	±2	1.5	±0.1	
E1 – E4	99	±1	64	24	9	3	±3	1.5	±0.1	
E5 – E9	100	±1	69	23	6	2	±2	1.4	±0.1	
Officers	99	±1	75	19	4	1	±3	1.3	±0.1	
O1 – O3	99	±1	75	19	4	1	±4	1.3	±0.1	
O4 – O6	99	±1	76	19	3	2	±4	1.3	±0.1	
Male	99	±1	69	22	6	2	±2	1.4	±0.1	
Female	99	±1	64	25	8	3	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	68	22	7	3	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	68	23	6	2	±2	1.4	±0.1	
<b>WHITE</b>	100	±1	70	21	6	2	±2	1.4	±0.1	
Army	100	±1	65	24	8	4	±3	1.5	±0.1	
Navy	100	±1	71	22	6	1	±4	1.4	±0.1	
Marine Corps	100	±1	72	18	6	4	±5	1.4	±0.1	
Air Force	100	±1	76	18	5	1	±3	1.3	±0.1	
Enlisted	100	±1	69	22	7	3	±2	1.4	±0.1	
E1 – E4	100	±1	66	22	8	3	±4	1.5	±0.1	
E5 – E9	100	±1	71	21	6	2	±3	1.4	±0.1	
Officers	99	±1	76	19	3	1	±3	1.3	±0.1	
O1 – O3	99	±2	76	19	4	1	±5	1.3	±0.1	
O4 – O6	100	±1	76	18	3	2	±4	1.3	±0.1	
<b>BLACK</b>	99	±1	66	25	7	2	±3	1.5	±0.1	
Army	99	±1	66	24	7	2	±5	1.5	±0.1	
Navy	100	±1	62	27	9	2	±4	1.5	±0.1	
Marine Corps	98	±4	67	25	6	3	±4	1.4	±0.1	
Air Force	99	±1	69	24	6	2	±4	1.4	±0.1	
Enlisted	99	±1	65	26	7	2	±3	1.5	±0.1	
E1 – E4	99	±2	62	27	9	3	±5	1.5	±0.1	
E5 – E9	99	±1	67	25	6	2	±3	1.4	±0.1	
Officers	100	±1	74	17	8	1	±4	1.4	±0.1	
O1 – O3	100	±1	76	15	8	1	±4	1.3	±0.1	
O4 – O6	100	±1	76	19	4	1	±5	1.3	±0.1	
<b>HISPANIC</b>	99	±1	67	23	8	3	±3	1.5	±0.1	
Army	99	±2	64	24	8	3	±5	1.5	±0.1	
Navy	100	±1	68	22	7	3	±5	1.4	±0.1	
Marine Corps	98	±3	64	25	9	2	±7	1.5	±0.1	
Air Force	100	±1	75	18	5	1	±6	1.3	±0.1	
Enlisted	99	±1	67	23	8	3	±3	1.5	±0.1	
E1 – E4	99	±2	64	24	9	3	±5	1.5	±0.1	
E5 – E9	99	±1	69	22	7	2	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

39b. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
Officers	99	±1	73	21	5	1	±6	1.3	±0.1	
O1 – O3	100	±1	72	20	7	1	±8	1.4	±0.1	
O4 – O6	100	±1	79	17	3	1	±5	1.3	±0.1	
AIAN	98	±2	61	23	11	5	±11	1.6	±0.2	
Army	97	±5	61	21	9	NR	±14	1.7	±0.4	
Navy	100	±0	66	27	7	0	±12	1.4	±0.2	
Marine Corps	99	±2	NR	NR	NR	2	±3	NR		
Air Force	100	±1	72	23	4	2	±17	1.3	±0.2	
Enlisted	99	±1	59	25	12	NR	±12	1.6	±0.3	
E1 – E4	99	±1	52	22	NR	NR	±15	1.8	±0.4	
E5 – E9	100	±1	66	28	6	1	±10	1.4	±0.1	
Officers	93	±14	NR	NR	4	NR	±4	1.5	±0.5	
O1 – O3	100	±0	NR	11	5	NR	±12	NR		
O4 – O6	87	±25	NR	NR	3	1	±6	NR		
ASIAN	99	±1	60	31	8	2	±4	1.5	±0.1	
Army	98	±2	56	32	11	1	±7	1.6	±0.1	
Navy	99	±1	61	31	6	2	±5	1.5	±0.1	
Marine Corps	99	±1	55	34	8	2	±15	1.6	±0.2	
Air Force	99	±1	65	26	8	1	±7	1.5	±0.1	
Enlisted	99	±1	58	32	8	2	±4	1.5	±0.1	
E1 – E4	99	±1	52	38	9	2	±7	1.6	±0.1	
E5 – E9	99	±1	62	28	8	2	±5	1.5	±0.1	
Officers	98	±3	69	23	7	1	±7	1.4	±0.1	
O1 – O3	98	±4	67	22	10	1	±10	1.5	±0.2	
O4 – O6	100	±1	70	26	2	1	±13	1.3	±0.2	
NHPI	99	±1	53	31	11	6	±10	1.7	±0.2	
Army	99	±1	51	32	12	5	±15	1.7	±0.3	
Navy	100	±1	45	26	NR	11	±15	2.0	±0.4	
Marine Corps	99	±2	60	33	6	1	±12	1.5	±0.2	
Air Force	100	±1	63	30	4	2	±17	1.5	±0.2	
Enlisted	99	±1	52	31	11	6	±10	1.7	±0.2	
Officers	100	±0	NR	NR	3	NR	±5	NR		
TWO OR MORE RACES	99	±1	65	26	7	3	±6	1.5	±0.1	
Army	100	±1	63	25	11	2	±13	1.5	±0.2	
Navy	98	±3	66	21	7	6	±9	1.5	±0.2	
Marine Corps	99	±2	NR	NR	5	2	±8	1.6	±0.2	
Air Force	100	±1	73	24	2	1	±10	1.3	±0.1	
Enlisted	99	±1	64	26	7	3	±7	1.5	±0.1	
E1 – E4	100	±1	55	32	9	3	±11	1.6	±0.2	
E5 – E9	98	±2	75	18	4	2	±7	1.3	±0.1	
Officers	100	±1	69	23	5	3	±12	1.4	±0.2	
O1 – O3	100	±0	69	24	6	0	±15	1.4	±0.2	
O4 – O6	100	±1	NR	NR	1	NR	±2	1.6	±0.5	
COAST GUARD	100	±1	72	22	5	1	±3	1.3	±0.1	
White	100	±1	74	21	4	1	±4	1.3	±0.1	
Black	99	±1	72	21	6	1	±3	1.4	±0.1	
Hispanic	100	±1	67	26	6	1	±5	1.4	±0.1	
Other Race/Ethnicity	100	±1	69	24	6	1	±6	1.4	±0.1	
Enlisted	100	±1	72	22	5	1	±3	1.4	±0.1	
Officers	100	±1	75	20	4	1	±4	1.3	±0.1	
Male	100	±1	73	21	4	1	±3	1.3	±0.1	
Female	99	±1	69	23	6	2	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	73	21	4	2	±3	1.3	±0.1	
Deployed Past 12 Months	100	±1	70	24	5	1	±6	1.4	±0.1	

NR: Not reportable














































**39. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health?**

**c. Were limited in the kind of work or other activities you do**

1. Little or none of the time  
4. All or most of the time

2. Some of the time

3. A good bit of the time

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
<b>TOTAL DOD</b>	99	±1	69	20	7	4	±2	1.5	±0.1	
Army	99	±1	65	22	8	5	±3	1.5	±0.1	
Navy	99	±1	71	19	7	3	±2	1.4	±0.1	
Marine Corps	99	±1	68	20	6	6	±4	1.5	±0.1	
Air Force	100	±1	77	16	5	3	±2	1.3	±0.1	
Enlisted	99	±1	68	20	7	4	±2	1.5	±0.1	
E1 – E4	99	±1	65	20	8	6	±3	1.5	±0.1	
E5 – E9	99	±1	70	20	7	3	±2	1.4	±0.1	
Officers	100	±1	77	17	4	2	±3	1.3	±0.1	
O1 – O3	100	±1	78	16	4	2	±4	1.3	±0.1	
O4 – O6	100	±1	77	16	4	3	±4	1.3	±0.1	
Male	99	±1	70	19	6	4	±2	1.4	±0.1	
Female	99	±1	65	21	9	5	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	69	20	7	4	±2	1.5	±0.1	
Deployed Past 12 Months	99	±1	70	19	7	4	±2	1.4	±0.1	
<b>WHITE</b>	100	±1	71	18	6	4	±2	1.4	±0.1	
Army	100	±1	66	21	8	5	±3	1.5	±0.1	
Navy	99	±1	73	18	6	3	±3	1.4	±0.1	
Marine Corps	99	±1	69	19	4	7	±5	1.5	±0.1	
Air Force	100	±1	78	15	5	3	±3	1.3	±0.1	
Enlisted	100	±1	69	19	7	5	±2	1.5	±0.1	
E1 – E4	99	±1	67	19	8	6	±4	1.5	±0.1	
E5 – E9	100	±1	72	18	7	3	±3	1.4	±0.1	
Officers	100	±1	78	17	3	2	±3	1.3	±0.1	
O1 – O3	100	±1	78	16	3	2	±4	1.3	±0.1	
O4 – O6	100	±1	77	16	4	3	±4	1.3	±0.1	
<b>BLACK</b>	98	±1	68	21	8	3	±3	1.5	±0.1	
Army	97	±2	67	22	8	3	±5	1.5	±0.1	
Navy	99	±1	65	22	10	3	±4	1.5	±0.1	
Marine Corps	99	±1	71	20	6	2	±4	1.4	±0.1	
Air Force	99	±1	72	19	6	2	±4	1.4	±0.1	
Enlisted	98	±1	67	22	8	3	±3	1.5	±0.1	
E1 – E4	98	±2	64	22	11	3	±5	1.5	±0.1	
E5 – E9	98	±1	68	22	7	3	±3	1.4	±0.1	
Officers	99	±1	77	15	5	2	±4	1.3	±0.1	
O1 – O3	99	±1	78	15	5	2	±4	1.3	±0.1	
O4 – O6	99	±1	80	14	4	2	±4	1.3	±0.1	
<b>HISPANIC</b>	100	±1	68	20	7	4	±3	1.5	±0.1	
Army	100	±1	63	23	7	6	±5	1.6	±0.1	
Navy	99	±1	71	20	7	2	±5	1.4	±0.1	
Marine Corps	100	±1	65	21	10	4	±7	1.5	±0.2	
Air Force	100	±1	80	13	4	3	±5	1.3	±0.1	
Enlisted	100	±1	67	21	7	4	±3	1.5	±0.1	
E1 – E4	100	±1	66	20	8	6	±5	1.5	±0.1	
E5 – E9	99	±1	69	21	7	3	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

39c. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
Officers	100	±1	79	16	4	1	±5	1.3	±0.1	
O1 – O3	100	±1	77	16	5	1	±7	1.3	±0.1	
O4 – O6	100	±1	83	13	3	1	±4	1.2	±0.1	
AIAN	100	±1	63	20	11	5	±11	1.6	±0.2	
Army	100	±1	60	26	9	5	±15	1.6	±0.2	
Navy	100	±0	77	15	8	1	±9	1.3	±0.2	
Marine Corps	99	±2	NR	15	NR	NR	±10	NR		
Air Force	100	±1	74	20	4	2	±17	1.3	±0.2	
Enlisted	100	±1	65	19	12	4	±12	1.6	±0.2	
E1 – E4	99	±1	60	16	NR	7	±16	1.7	±0.4	
E5 – E9	100	±1	69	22	6	2	±9	1.4	±0.1	
Officers	100	±1	NR	NR	NR	NR		1.7	±0.5	
O1 – O3	100	±0	NR	11	5	NR	±12	NR		
O4 – O6	100	±1	NR	NR	NR	1	±2	NR		
ASIAN	99	±1	60	29	9	2	±4	1.5	±0.1	
Army	99	±1	55	31	10	4	±7	1.6	±0.1	
Navy	100	±1	60	29	9	2	±5	1.5	±0.1	
Marine Corps	100	±1	57	32	8	2	±15	1.6	±0.2	
Air Force	99	±1	66	24	8	2	±7	1.5	±0.1	
Enlisted	99	±1	58	31	9	3	±4	1.6	±0.1	
E1 – E4	99	±1	54	34	10	3	±7	1.6	±0.1	
E5 – E9	99	±1	60	29	9	2	±5	1.5	±0.1	
Officers	100	±1	71	21	8	1	±7	1.4	±0.1	
O1 – O3	99	±1	68	21	10	1	±10	1.4	±0.2	
O4 – O6	100	±1	76	21	3	1	±12	1.3	±0.1	
NHPI	100	±1	55	31	10	5	±10	1.7	±0.2	
Army	100	±1	52	32	9	6	±15	1.7	±0.3	
Navy	100	±0	50	25	NR	NR	±13	1.8	±0.4	
Marine Corps	100	±0	60	34	5	1	±14	1.5	±0.2	
Air Force	100	±1	64	28	5	3	±18	1.5	±0.2	
Enlisted	100	±1	54	30	10	6	±10	1.7	±0.2	
Officers	100	±0	NR	NR	1	NR	±2	NR		
TWO OR MORE RACES	100	±1	68	20	6	5	±6	1.5	±0.1	
Army	100	±0	64	24	6	6	±13	1.5	±0.2	
Navy	100	±1	72	16	5	6	±9	1.5	±0.2	
Marine Corps	99	±1	NR	NR	NR	4	±9	1.7	±0.4	
Air Force	99	±1	75	19	2	3	±9	1.3	±0.2	
Enlisted	100	±1	67	21	7	5	±7	1.5	±0.2	
E1 – E4	100	±1	61	23	9	7	±11	1.6	±0.2	
E5 – E9	100	±1	73	19	4	4	±8	1.4	±0.2	
Officers	100	±0	78	15	3	3	±10	1.3	±0.2	
O1 – O3	100	±0	85	11	3	1	±9	1.2	±0.1	
O4 – O6	100	±0	NR	NR	4	NR	±5	1.7	±0.5	
COAST GUARD	100	±1	78	17	4	2	±3	1.3	±0.1	
White	99	±1	80	15	3	2	±3	1.3	±0.1	
Black	100	±1	73	21	5	2	±3	1.4	±0.1	
Hispanic	100	±1	70	23	6	1	±5	1.4	±0.1	
Other Race/Ethnicity	100	±0	75	18	5	2	±5	1.3	±0.1	
Enlisted	100	±1	77	17	4	2	±3	1.3	±0.1	
Officers	100	±1	82	14	3	1	±3	1.2	±0.1	
Male	100	±1	78	16	4	2	±3	1.3	±0.1	
Female	99	±1	73	19	6	3	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	78	16	4	2	±3	1.3	±0.1	
Deployed Past 12 Months	100	±1	77	18	3	1	±6	1.3	±0.1	














































NR: Not reportable



**39. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health?**

**d. Had difficulty performing the work or other activities you do (for example, it took extra effort)**

1. Little or none of the time      2. Some of the time      3. A good bit of the time  
4. All or most of the time












































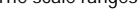

	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
<b>TOTAL DOD</b>	100	±1	72	19	6	3	±2	1.4	±0.1	
Army	99	±1	67	21	8	4	±2	1.5	±0.1	
Navy	100	±1	72	20	6	2	±2	1.4	±0.1	
Marine Corps	100	±1	70	19	6	4	±4	1.4	±0.1	
Air Force	100	±1	80	15	4	1	±2	1.3	±0.1	
Enlisted	100	±1	70	20	7	3	±2	1.4	±0.1	
E1 – E4	99	±1	66	21	8	4	±3	1.5	±0.1	
E5 – E9	100	±1	74	18	6	2	±2	1.4	±0.1	
Officers	100	±1	79	16	4	1	±3	1.3	±0.1	
O1 – O3	100	±1	79	15	4	1	±4	1.3	±0.1	
O4 – O6	100	±1	80	16	3	1	±4	1.3	±0.1	
Male	100	±1	72	19	6	3	±2	1.4	±0.1	
Female	99	±1	69	20	8	3	±3	1.5	±0.1	
Not Deployed Past 12 Months	100	±1	72	19	6	3	±2	1.4	±0.1	
Deployed Past 12 Months	100	±1	72	19	7	3	±2	1.4	±0.1	
<b>WHITE</b>	100	±1	73	19	6	3	±2	1.4	±0.1	
Army	100	±1	67	21	8	4	±3	1.5	±0.1	
Navy	100	±1	74	19	6	1	±3	1.3	±0.1	
Marine Corps	100	±1	70	19	5	6	±5	1.5	±0.1	
Air Force	100	±1	81	15	4	1	±3	1.2	±0.1	
Enlisted	100	±1	71	19	7	3	±2	1.4	±0.1	
E1 – E4	99	±1	67	21	8	4	±4	1.5	±0.1	
E5 – E9	100	±1	75	17	5	2	±3	1.3	±0.1	
Officers	100	±1	79	16	3	1	±3	1.3	±0.1	
O1 – O3	100	±1	79	16	4	1	±4	1.3	±0.1	
O4 – O6	100	±1	81	15	3	1	±4	1.2	±0.1	
<b>BLACK</b>	99	±1	72	19	7	2	±3	1.4	±0.1	
Army	99	±1	71	19	8	3	±4	1.4	±0.1	
Navy	99	±1	68	22	8	3	±4	1.4	±0.1	
Marine Corps	99	±1	74	19	6	2	±4	1.3	±0.1	
Air Force	100	±1	77	17	5	2	±4	1.3	±0.1	
Enlisted	99	±1	71	20	7	2	±3	1.4	±0.1	
E1 – E4	100	±1	67	21	8	3	±5	1.5	±0.1	
E5 – E9	99	±1	73	19	6	2	±3	1.4	±0.1	
Officers	100	±1	80	14	4	3	±4	1.3	±0.1	
O1 – O3	100	±1	78	15	5	2	±5	1.3	±0.1	
O4 – O6	100	±1	82	13	3	1	±4	1.2	±0.1	
<b>HISPANIC</b>	99	±1	72	17	7	3	±3	1.4	±0.1	
Army	99	±2	68	20	8	4	±4	1.5	±0.1	
Navy	99	±1	73	17	8	3	±5	1.4	±0.1	
Marine Corps	100	±1	71	19	8	3	±7	1.4	±0.2	
Air Force	99	±1	83	11	5	1	±5	1.2	±0.1	
Enlisted	99	±1	71	18	8	3	±3	1.4	±0.1	
E1 – E4	99	±2	69	19	8	4	±5	1.5	±0.1	
E5 – E9	100	±1	73	17	7	2	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.



















































39d. Continued	Percent Responding		Percentages				Max ME	Average Amount of Time		
			1	2	3	4				
Officers	100	±1	84	12	3	1	±4	1.2	±0.1	
O1 – O3	99	±1	83	12	4	1	±5	1.2	±0.1	
O4 – O6	100	±1	84	12	3	1	±4	1.2	±0.1	
AIAN	100	±1	61	23	12	4	±11	1.6	±0.2	
Army	100	±1	54	29	10	NR	±15	1.7	±0.4	
Navy	100	±1	76	16	7	1	±9	1.3	±0.2	
Marine Corps	99	±2	NR	NR	NR	2	±3	NR		
Air Force	100	±1	82	13	3	2	±8	1.2	±0.1	
Enlisted	100	±1	64	19	12	5	±12	1.6	±0.3	
E1 – E4	99	±1	53	23	NR	NR	±15	1.8	±0.4	
E5 – E9	100	±1	75	15	8	1	±8	1.4	±0.2	
Officers	100	±1	NR	NR	NR	2	±2	1.7	±0.3	
O1 – O3	100	±0	NR	10	NR	2	±11	NR		
O4 – O6	100	±1	NR	NR	1	1	±3	1.8	±0.3	
ASIAN	100	±1	62	28	8	2	±4	1.5	±0.1	
Army	99	±1	59	27	10	4	±7	1.6	±0.1	
Navy	100	±1	60	31	7	2	±6	1.5	±0.1	
Marine Corps	100	±1	61	29	7	3	±16	1.5	±0.2	
Air Force	99	±1	68	25	6	2	±6	1.4	±0.1	
Enlisted	100	±1	59	31	8	3	±4	1.5	±0.1	
E1 – E4	100	±1	53	36	7	3	±7	1.6	±0.1	
E5 – E9	99	±1	63	26	8	2	±5	1.5	±0.1	
Officers	100	±1	74	18	7	1	±7	1.4	±0.1	
O1 – O3	100	±1	71	18	10	1	±10	1.4	±0.2	
O4 – O6	99	±1	79	18	2	1	±12	1.3	±0.1	
NHPI	100	±1	56	32	9	3	±10	1.6	±0.2	
Army	100	±0	52	37	9	2	±15	1.6	±0.2	
Navy	100	±0	52	23	NR	NR	±14	1.8	±0.4	
Marine Corps	100	±0	70	23	6	1	±11	1.4	±0.2	
Air Force	100	±1	68	NR	4	1	±17	1.4	±0.2	
Enlisted	100	±1	54	33	10	3	±10	1.6	±0.2	
Officers	100	±0	90	8	1	1	±11	1.1	±0.1	
TWO OR MORE RACES	100	±1	70	18	7	4	±6	1.5	±0.2	
Army	100	±0	64	20	11	5	±13	1.6	±0.3	
Navy	99	±1	72	18	5	6	±9	1.5	±0.2	
Marine Corps	100	±1	69	22	8	1	±18	1.4	±0.2	
Air Force	100	±1	78	15	4	3	±10	1.3	±0.2	
Enlisted	100	±1	68	19	8	5	±7	1.5	±0.2	
E1 – E4	100	±1	63	21	11	5	±11	1.6	±0.2	
E5 – E9	100	±1	75	18	4	4	±7	1.4	±0.2	
Officers	100	±1	82	12	4	3	±10	1.3	±0.2	
O1 – O3	99	±2	89	6	4	1	±8	1.2	±0.2	
O4 – O6	100	±1	NR	NR	2	NR	±3	1.6	±0.5	
COAST GUARD	100	±1	79	17	3	1	±3	1.3	±0.1	
White	100	±1	80	16	3	1	±3	1.2	±0.1	
Black	99	±1	78	18	3	1	±3	1.3	±0.1	
Hispanic	100	±1	74	22	3	1	±5	1.3	±0.1	
Other Race/Ethnicity	100	±1	73	21	4	1	±6	1.3	±0.1	
Enlisted	100	±1	77	18	3	1	±3	1.3	±0.1	
Officers	100	±1	84	13	2	0	±3	1.2	±0.1	
Male	100	±1	79	17	2	1	±3	1.3	±0.1	
Female	100	±1	75	19	5	1	±3	1.3	±0.1	
Not Deployed Past 12 Months	100	±1	79	17	3	1	±3	1.3	±0.1	
Deployed Past 12 Months	100	±1	77	20	3	1	±6	1.3	±0.1	

NR: Not reportable

39. Physical Health scale: Constructed from Q39. The Physical Health scale is designed to provide a self-assessment of general physical health.

	Percent Responding		Mean	Max ME	Physical Health
TOTAL DOD	99	±1	3.6	±0.1	
Army	98	±1	3.5	±0.1	
Navy	99	±1	3.6	±0.1	
Marine Corps	98	±1	3.6	±0.1	
Air Force	99	±1	3.7	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	98	±1	3.5	±0.1	
E5 – E9	99	±1	3.6	±0.1	
Officers	99	±1	3.7	±0.1	
O1 – O3	98	±1	3.7	±0.1	
O4 – O6	99	±1	3.7	±0.1	
Male	99	±1	3.6	±0.1	
Female	98	±1	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	3.6	±0.1	
Deployed Past 12 Months	99	±1	3.6	±0.1	
WHITE	99	±1	3.6	±0.1	
Army	99	±1	3.5	±0.1	
Navy	99	±1	3.7	±0.1	
Marine Corps	99	±2	3.6	±0.1	
Air Force	99	±1	3.7	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.5	±0.1	
E5 – E9	99	±1	3.6	±0.1	
Officers	99	±1	3.7	±0.1	
O1 – O3	98	±2	3.7	±0.1	
O4 – O6	99	±1	3.7	±0.1	
BLACK	97	±1	3.6	±0.1	
Army	97	±2	3.6	±0.1	
Navy	99	±1	3.5	±0.1	
Marine Corps	96	±4	3.6	±0.1	
Air Force	98	±1	3.7	±0.1	
Enlisted	97	±1	3.6	±0.1	
E1 – E4	96	±3	3.5	±0.1	
E5 – E9	98	±1	3.6	±0.1	
Officers	99	±1	3.7	±0.1	
O1 – O3	99	±1	3.7	±0.1	
O4 – O6	99	±1	3.8	±0.1	
HISPANIC	98	±1	3.6	±0.1	
Army	98	±2	3.5	±0.1	
Navy	99	±1	3.6	±0.1	
Marine Corps	98	±3	3.5	±0.1	
Air Force	99	±1	3.7	±0.1	
Enlisted	98	±1	3.6	±0.1	
E1 – E4	98	±2	3.5	±0.1	
E5 – E9	99	±1	3.6	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 4. A higher score indicates more positive perceptions of general physical health. Cronbach's coefficient alpha = 0.90.

39. Continued	Percent Responding		Mean	Max ME	Physical Health
Officers	99	±2	3.7	±0.1	
O1 – O3	99	±1	3.7	±0.1	
O4 – O6	99	±1	3.8	±0.1	
AIAN	98	±2	3.4	±0.2	
Army	97	±5	3.4	±0.2	
Navy	100	±1	3.6	±0.1	
Marine Corps	99	±2	NR		
Air Force	99	±1	3.7	±0.1	
Enlisted	99	±1	3.4	±0.2	
E1 – E4	99	±1	3.3	±0.4	
E5 – E9	99	±1	3.6	±0.1	
Officers	92	±14	3.5	±0.3	
O1 – O3	100	±0	NR		
O4 – O6	87	±25	3.5	±0.3	
ASIAN	98	±1	3.5	±0.1	
Army	97	±2	3.4	±0.1	
Navy	99	±1	3.5	±0.1	
Marine Corps	99	±1	3.5	±0.2	
Air Force	99	±1	3.6	±0.1	
Enlisted	98	±1	3.5	±0.1	
E1 – E4	98	±2	3.4	±0.1	
E5 – E9	99	±1	3.5	±0.1	
Officers	98	±3	3.7	±0.1	
O1 – O3	97	±4	3.6	±0.2	
O4 – O6	99	±1	3.7	±0.1	
NHPI	99	±1	3.4	±0.2	
Army	99	±2	3.3	±0.2	
Navy	100	±1	3.2	±0.4	
Marine Corps	99	±2	3.6	±0.2	
Air Force	99	±1	3.6	±0.2	
Enlisted	99	±1	3.4	±0.2	
Officers	100	±0	NR		
TWO OR MORE RACES	98	±2	3.6	±0.1	
Army	99	±3	3.5	±0.2	
Navy	98	±3	3.6	±0.2	
Marine Corps	95	±7	3.5	±0.2	
Air Force	99	±1	3.7	±0.1	
Enlisted	98	±2	3.5	±0.1	
E1 – E4	99	±2	3.4	±0.2	
E5 – E9	97	±3	3.7	±0.1	
Officers	99	±1	3.7	±0.2	
O1 – O3	99	±2	3.8	±0.1	
O4 – O6	99	±1	NR		
COAST GUARD	99	±1	3.7	±0.1	
White	99	±1	3.7	±0.1	
Black	98	±1	3.7	±0.1	
Hispanic	99	±1	3.6	±0.1	
Other Race/Ethnicity	100	±1	3.6	±0.1	
Enlisted	99	±1	3.7	±0.1	
Officers	99	±1	3.8	±0.1	
Male	99	±1	3.7	±0.1	
Female	99	±1	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	3.7	±0.1	
Deployed Past 12 Months	99	±1	3.7	±0.1	

NR: Not reportable

## 40. Overall, how would you rate...

## a. The current level of stress in your work life?

1. Much less than usual  
4. More than usual

2. Less than usual  
5. Much more than usual

3. About the same as usual

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
TOTAL DOD	100	±1	9	13	39	28	13	±2	3.2	±0.1	
Army	100	±1	9	13	36	28	14	±2	3.3	±0.1	
Navy	100	±1	8	12	38	29	12	±3	3.2	±0.1	
Marine Corps	99	±1	10	12	40	26	13	±4	3.2	±0.1	
Air Force	100	±1	8	12	43	27	10	±3	3.2	±0.1	
Enlisted	100	±1	9	13	38	27	13	±2	3.2	±0.1	
E1 – E4	100	±1	8	13	35	28	16	±3	3.3	±0.1	
E5 – E9	100	±1	9	13	40	27	11	±2	3.2	±0.1	
Officers	100	±1	7	12	43	28	10	±3	3.2	±0.1	
O1 – O3	100	±1	7	12	41	30	10	±4	3.2	±0.1	
O4 – O6	100	±1	7	13	45	26	9	±4	3.2	±0.1	
Male	100	±1	9	13	39	27	12	±2	3.2	±0.1	
Female	100	±1	8	12	37	28	15	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	9	13	39	27	12	±2	3.2	±0.1	
Deployed Past 12 Months	100	±1	8	12	38	29	13	±2	3.3	±0.1	
WHITE	100	±1	7	12	40	29	12	±2	3.3	±0.1	
Army	100	±1	6	12	37	31	14	±3	3.3	±0.1	
Navy	100	±1	6	11	41	31	11	±4	3.3	±0.1	
Marine Corps	99	±1	9	10	40	27	14	±5	3.3	±0.2	
Air Force	100	±0	6	11	45	27	10	±3	3.2	±0.1	
Enlisted	100	±1	7	11	39	30	13	±2	3.3	±0.1	
E1 – E4	100	±1	6	11	36	31	16	±4	3.4	±0.1	
E5 – E9	100	±1	7	11	42	29	10	±3	3.2	±0.1	
Officers	100	±1	6	12	43	29	10	±4	3.2	±0.1	
O1 – O3	100	±1	7	12	41	31	9	±5	3.2	±0.1	
O4 – O6	100	±1	5	13	46	26	10	±5	3.2	±0.1	
BLACK	99	±1	13	16	37	22	11	±3	3.0	±0.1	
Army	99	±1	13	16	37	22	11	±5	3.0	±0.2	
Navy	100	±1	13	15	36	24	12	±4	3.1	±0.1	
Marine Corps	99	±1	17	16	39	18	10	±5	2.9	±0.2	
Air Force	100	±1	12	17	39	22	10	±4	3.0	±0.1	
Enlisted	99	±1	13	16	36	23	12	±3	3.0	±0.1	
E1 – E4	100	±1	15	17	34	20	14	±5	3.0	±0.2	
E5 – E9	99	±1	13	15	38	24	10	±3	3.0	±0.1	
Officers	100	±1	13	13	45	21	8	±4	3.0	±0.1	
O1 – O3	99	±1	11	15	42	23	10	±5	3.1	±0.1	
O4 – O6	100	±1	15	14	46	18	7	±6	2.9	±0.2	
HISPANIC	100	±1	12	13	36	26	13	±3	3.1	±0.1	
Army	100	±1	13	14	34	23	16	±4	3.2	±0.2	
Navy	100	±1	9	15	35	27	13	±5	3.2	±0.2	
Marine Corps	100	±1	13	13	39	25	9	±7	3.0	±0.2	
Air Force	100	±1	11	11	40	29	9	±6	3.1	±0.2	
Enlisted	100	±1	12	13	36	26	13	±3	3.1	±0.1	
E1 – E4	100	±1	12	14	35	25	14	±5	3.2	±0.2	
E5 – E9	100	±1	12	13	37	26	13	±3	3.1	±0.1	

Note. Percent responding are active duty members who answered the question.

40a. Continued	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
Officers	100	±1	11	12	41	28	8	±6	3.1	±0.2	
O1 – O3	100	±0	12	13	43	23	9	±8	3.0	±0.2	
O4 – O6	100	±1	10	10	41	31	8	±8	3.2	±0.2	
AIAN	100	±1	7	8	38	27	20	±11	3.5	±0.2	
Army	100	±1	6	6	47	22	19	±16	3.4	±0.3	
Navy	100	±1	8	9	35	31	18	±13	3.4	±0.3	
Marine Corps	100	±1	9	10	25	NR	NR	±15	3.6	±0.7	
Air Force	100	±0	5	9	34	NR	7	±17	3.4	±0.3	
Enlisted	100	±1	8	8	36	27	22	±12	3.5	±0.3	
E1 – E4	100	±1	9	7	33	22	NR	±14	3.5	±0.4	
E5 – E9	100	±1	6	8	39	31	16	±11	3.4	±0.2	
Officers	100	±1	3	8	NR	NR	5	±15	3.3	±0.3	
O1 – O3	100	±1	6	5	22	NR	6	±18	3.6	±0.4	
O4 – O6	100	±1	2	NR	NR	NR	3	±6	3.1	±0.3	
ASIAN	99	±1	10	14	39	23	13	±4	3.2	±0.1	
Army	99	±1	9	13	41	23	14	±7	3.2	±0.2	
Navy	100	±1	12	16	35	23	13	±5	3.1	±0.2	
Marine Corps	100	±1	8	10	41	23	NR	±12	3.3	±0.4	
Air Force	100	±1	9	14	43	25	9	±6	3.1	±0.2	
Enlisted	99	±1	11	15	37	23	14	±4	3.1	±0.1	
E1 – E4	99	±1	11	13	38	20	17	±8	3.2	±0.2	
E5 – E9	100	±1	11	17	36	25	11	±5	3.1	±0.1	
Officers	100	±1	6	10	47	26	11	±7	3.3	±0.2	
O1 – O3	100	±1	5	10	46	26	13	±10	3.3	±0.2	
O4 – O6	100	±0	8	9	48	27	8	±11	3.2	±0.2	
NHPI	100	±1	11	15	38	24	12	±11	3.1	±0.3	
Army	100	±1	12	NR	32	26	14	±15	3.1	±0.4	
Navy	100	±0	10	12	40	24	14	±15	3.2	±0.3	
Marine Corps	100	±0	7	14	45	26	8	±15	3.1	±0.2	
Air Force	100	±1	13	12	52	17	7	±11	2.9	±0.1	
Enlisted	100	±1	11	15	36	25	13	±12	3.1	±0.3	
Officers	100	±0	5	6	NR	9	3	±11	3.0	±0.1	
TWO OR MORE RACES	100	±1	6	13	33	30	18	±6	3.4	±0.2	
Army	100	±0	6	15	26	24	29	±14	3.6	±0.3	
Navy	99	±2	6	9	29	39	17	±10	3.5	±0.2	
Marine Corps	100	±1	2	12	NR	NR	9	±16	3.4	±0.3	
Air Force	100	±1	9	13	41	28	9	±10	3.2	±0.2	
Enlisted	100	±1	7	14	32	29	19	±7	3.4	±0.2	
E1 – E4	99	±2	5	12	31	28	24	±11	3.5	±0.3	
E5 – E9	100	±1	9	15	33	30	13	±8	3.2	±0.2	
Officers	100	±1	3	6	39	37	16	±13	3.6	±0.2	
O1 – O3	100	±0	2	5	46	31	16	±16	3.5	±0.3	
O4 – O6	100	±1	5	7	NR	NR	NR	±5	3.6	±0.4	
COAST GUARD	100	±1	7	13	45	27	9	±3	3.2	±0.1	
White	100	±1	6	11	46	28	9	±4	3.2	±0.1	
Black	100	±1	12	18	39	22	8	±4	3.0	±0.1	
Hispanic	100	±1	8	18	42	22	9	±5	3.1	±0.1	
Other Race/Ethnicity	100	±0	8	17	39	27	8	±7	3.1	±0.2	
Enlisted	100	±1	7	14	45	26	9	±4	3.2	±0.1	
Officers	100	±1	5	10	46	30	9	±4	3.3	±0.1	
Male	100	±1	7	13	45	26	8	±3	3.2	±0.1	
Female	100	±1	5	12	41	30	11	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	6	14	45	26	8	±3	3.2	±0.1	
Deployed Past 12 Months	100	±1	8	10	42	29	10	±6	3.2	±0.2	

NR: Not reportable

## 40. Overall, how would you rate...

## b. The current level of stress in your personal life?

1. Much less than usual  
4. More than usual

2. Less than usual  
5. Much more than usual

3. About the same as usual

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
TOTAL DOD	100	±1	11	15	39	24	10	±2	3.1	±0.1	
Army	100	±1	12	13	38	25	12	±3	3.1	±0.1	
Navy	100	±1	10	17	39	25	10	±3	3.1	±0.1	
Marine Corps	100	±1	11	16	38	24	11	±4	3.1	±0.1	
Air Force	100	±1	10	16	45	23	7	±3	3.0	±0.1	
Enlisted	100	±1	12	15	38	24	11	±2	3.1	±0.1	
E1 – E4	100	±1	12	16	35	25	12	±3	3.1	±0.1	
E5 – E9	100	±1	12	15	40	24	9	±2	3.0	±0.1	
Officers	100	±1	7	15	47	24	7	±3	3.1	±0.1	
O1 – O3	100	±1	7	16	46	23	7	±4	3.1	±0.1	
O4 – O6	100	±1	5	14	49	26	7	±4	3.1	±0.1	
Male	100	±1	11	15	40	24	10	±2	3.1	±0.1	
Female	100	±1	10	15	38	25	12	±3	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	11	15	41	23	10	±2	3.1	±0.1	
Deployed Past 12 Months	100	±1	11	15	38	26	11	±2	3.1	±0.1	
WHITE	100	±1	8	14	42	26	10	±2	3.2	±0.1	
Army	100	±1	9	12	40	26	12	±3	3.2	±0.1	
Navy	100	±1	6	16	41	27	10	±4	3.2	±0.1	
Marine Corps	100	±1	8	18	40	24	10	±5	3.1	±0.2	
Air Force	100	±0	8	15	46	24	7	±3	3.1	±0.1	
Enlisted	100	±1	9	14	40	26	11	±2	3.2	±0.1	
E1 – E4	100	±1	9	15	37	26	13	±4	3.2	±0.1	
E5 – E9	100	±1	9	13	43	26	9	±3	3.1	±0.1	
Officers	100	±1	6	15	48	24	7	±4	3.1	±0.1	
O1 – O3	100	±0	7	17	46	24	7	±5	3.1	±0.1	
O4 – O6	100	±1	4	14	49	26	7	±5	3.2	±0.1	
BLACK	100	±1	19	17	34	19	11	±3	2.9	±0.1	
Army	99	±1	19	15	34	20	12	±4	2.9	±0.2	
Navy	100	±1	18	20	33	19	10	±4	2.8	±0.1	
Marine Corps	100	±1	19	16	32	21	12	±5	2.9	±0.2	
Air Force	100	±1	18	21	37	17	7	±4	2.7	±0.1	
Enlisted	100	±1	19	17	34	19	11	±3	2.8	±0.1	
E1 – E4	100	±1	22	18	29	19	13	±5	2.8	±0.2	
E5 – E9	99	±1	18	17	36	19	10	±3	2.9	±0.1	
Officers	100	±1	14	16	42	20	9	±4	2.9	±0.1	
O1 – O3	100	±1	14	17	40	20	9	±5	2.9	±0.2	
O4 – O6	100	±0	11	16	46	22	5	±6	2.9	±0.1	
HISPANIC	100	±1	14	15	36	25	9	±3	3.0	±0.1	
Army	100	±0	15	15	34	25	11	±5	3.0	±0.1	
Navy	100	±1	11	18	37	25	8	±5	3.0	±0.2	
Marine Corps	99	±1	16	16	31	28	9	±7	3.0	±0.2	
Air Force	100	±1	13	12	46	22	7	±6	3.0	±0.2	
Enlisted	100	±1	14	16	35	25	10	±3	3.0	±0.1	
E1 – E4	100	±1	14	16	34	26	10	±5	3.0	±0.2	
E5 – E9	100	±1	15	15	37	24	9	±3	3.0	±0.1	

Note. Percent responding are active duty members who answered the question.

40b. Continued	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
Officers	100	±1	10	12	48	25	5	±6	3.0	±0.2	
O1 – O3	100	±0	12	12	47	24	5	±8	3.0	±0.2	
O4 – O6	100	±1	7	10	51	23	8	±7	3.2	±0.1	
AIAN	100	±1	9	13	32	28	19	±10	3.3	±0.2	
Army	100	±1	8	9	28	28	27	±18	3.6	±0.3	
Navy	100	±0	11	20	30	26	13	±14	3.1	±0.4	
Marine Corps	100	±1	10	7	NR	NR	7	±10	3.3	±0.4	
Air Force	100	±1	7	20	NR	16	NR	±18	3.2	±0.5	
Enlisted	100	±1	10	12	33	26	19	±11	3.3	±0.3	
E1 – E4	100	±1	9	11	31	28	NR	±18	3.4	±0.4	
E5 – E9	100	±0	11	13	35	25	16	±13	3.2	±0.3	
Officers	100	±1	4	NR	NR	NR	NR	±4	3.5	±0.5	
O1 – O3	100	±0	6	NR	22	14	NR	±18	NR		
O4 – O6	100	±1	3	4	NR	NR	NR	±6	3.8	±0.5	
ASIAN	100	±1	12	19	39	19	10	±4	3.0	±0.1	
Army	100	±1	13	18	36	21	13	±8	3.0	±0.2	
Navy	100	±0	13	23	35	20	9	±6	2.9	±0.1	
Marine Corps	100	±1	10	12	50	20	8	±12	3.0	±0.1	
Air Force	100	±1	12	17	46	17	8	±6	2.9	±0.2	
Enlisted	100	±1	13	20	37	19	11	±4	2.9	±0.1	
E1 – E4	100	±1	14	22	35	17	11	±7	2.9	±0.2	
E5 – E9	100	±1	12	18	38	21	11	±5	3.0	±0.1	
Officers	100	±1	10	14	49	20	7	±7	3.0	±0.2	
O1 – O3	100	±1	6	15	51	19	8	±9	3.1	±0.2	
O4 – O6	100	±0	15	10	46	24	5	±16	2.9	±0.3	
NHPI	100	±1	19	14	31	21	14	±11	3.0	±0.3	
Army	100	±0	22	15	24	23	17	±18	3.0	±0.5	
Navy	100	±0	17	9	38	23	13	±16	3.1	±0.3	
Marine Corps	100	±1	11	18	41	15	15	±17	3.1	±0.4	
Air Force	100	±1	18	16	45	16	5	±13	2.7	±0.2	
Enlisted	100	±1	20	13	32	20	15	±11	3.0	±0.3	
Officers	100	±0	8	NR	18	NR	7	±18	NR		
TWO OR MORE RACES	100	±0	9	13	39	27	12	±6	3.2	±0.2	
Army	100	±0	9	10	36	35	11	±13	3.3	±0.3	
Navy	100	±0	12	18	36	25	9	±9	3.0	±0.3	
Marine Corps	100	±0	4	5	NR	26	NR	±17	3.8	±0.4	
Air Force	100	±0	9	16	48	20	8	±9	3.0	±0.2	
Enlisted	100	±0	10	13	36	28	13	±7	3.2	±0.2	
E1 – E4	100	±0	10	9	33	31	17	±11	3.3	±0.3	
E5 – E9	100	±0	9	17	39	26	9	±8	3.1	±0.2	
Officers	100	±0	3	15	56	21	5	±12	3.1	±0.2	
O1 – O3	100	±0	3	13	64	16	3	±15	3.0	±0.2	
O4 – O6	100	±0	6	6	NR	NR	NR	±6	3.4	±0.4	
COAST GUARD	100	±1	7	15	40	27	10	±3	3.2	±0.1	
White	100	±1	5	15	41	28	11	±4	3.2	±0.1	
Black	99	±1	12	18	38	22	11	±4	3.0	±0.1	
Hispanic	100	±0	12	17	37	23	10	±4	3.0	±0.2	
Other Race/Ethnicity	100	±0	10	16	40	26	7	±6	3.0	±0.2	
Enlisted	100	±1	8	16	39	27	10	±4	3.2	±0.1	
Officers	100	±1	4	13	45	29	9	±4	3.3	±0.1	
Male	100	±1	7	16	41	27	10	±3	3.2	±0.1	
Female	100	±0	7	14	38	29	12	±3	3.3	±0.1	
Not Deployed Past 12 Months	100	±1	7	16	40	27	10	±3	3.2	±0.1	
Deployed Past 12 Months	100	±1	7	13	43	26	10	±6	3.2	±0.2	

NR: Not reportable



**41. In the past month, how often have you...****a. Been upset because of something that happened unexpectedly?**1. Never  
4. Fairly often2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	14	26	40	14	6	±2	2.7	±0.1	
Army	100	±1	13	24	40	16	7	±3	2.8	±0.1	
Navy	100	±1	11	25	45	14	5	±3	2.8	±0.1	
Marine Corps	99	±1	11	25	42	15	6	±4	2.8	±0.1	
Air Force	100	±1	20	33	35	9	3	±2	2.4	±0.1	
Enlisted	100	±1	14	25	40	14	6	±2	2.7	±0.1	
E1 – E4	100	±1	14	24	39	15	8	±3	2.8	±0.1	
E5 – E9	100	±1	14	26	42	14	5	±2	2.7	±0.1	
Officers	100	±1	14	33	40	9	3	±3	2.5	±0.1	
O1 – O3	100	±1	16	29	39	12	4	±4	2.6	±0.1	
O4 – O6	99	±1	13	39	40	6	2	±4	2.4	±0.1	
Male	100	±1	15	27	40	13	5	±2	2.7	±0.1	
Female	100	±1	10	24	44	16	7	±3	2.8	±0.1	
Not Deployed Past 12 Months	100	±1	14	28	40	13	5	±2	2.7	±0.1	
Deployed Past 12 Months	100	±1	14	24	41	14	6	±2	2.7	±0.1	
<b>WHITE</b>	100	±1	15	28	39	13	5	±2	2.6	±0.1	
Army	100	±1	15	26	38	16	6	±3	2.7	±0.1	
Navy	99	±1	11	27	43	14	4	±4	2.7	±0.1	
Marine Corps	99	±1	11	26	42	14	7	±6	2.8	±0.2	
Air Force	100	±1	21	35	34	8	3	±3	2.4	±0.1	
Enlisted	100	±1	15	27	39	14	6	±2	2.7	±0.1	
E1 – E4	100	±1	14	26	38	15	7	±4	2.8	±0.1	
E5 – E9	100	±1	16	28	40	13	4	±3	2.6	±0.1	
Officers	100	±1	15	34	39	10	2	±4	2.5	±0.1	
O1 – O3	100	±1	17	29	38	13	3	±5	2.6	±0.1	
O4 – O6	99	±1	13	40	40	5	1	±5	2.4	±0.1	
<b>BLACK</b>	99	±1	12	22	45	15	6	±3	2.8	±0.1	
Army	99	±1	10	21	45	16	8	±5	2.9	±0.1	
Navy	100	±1	10	22	48	13	6	±4	2.8	±0.1	
Marine Corps	99	±1	12	21	45	17	6	±5	2.8	±0.1	
Air Force	99	±1	20	25	40	11	3	±4	2.5	±0.1	
Enlisted	99	±1	12	21	45	15	6	±3	2.8	±0.1	
E1 – E4	99	±1	14	18	43	18	8	±5	2.9	±0.2	
E5 – E9	99	±1	11	23	46	14	6	±3	2.8	±0.1	
Officers	100	±1	14	30	44	7	4	±4	2.6	±0.1	
O1 – O3	100	±1	14	28	45	10	3	±5	2.6	±0.1	
O4 – O6	99	±1	15	36	41	6	2	±6	2.4	±0.1	
<b>HISPANIC</b>	100	±1	15	23	41	14	7	±3	2.7	±0.1	
Army	100	±1	14	21	39	16	9	±5	2.9	±0.1	
Navy	100	±1	10	21	48	15	6	±5	2.9	±0.2	
Marine Corps	100	±1	14	25	41	15	5	±7	2.7	±0.2	
Air Force	100	±1	22	29	38	8	2	±6	2.4	±0.2	
Enlisted	100	±1	15	23	42	14	7	±3	2.8	±0.1	
E1 – E4	100	±0	15	23	39	15	8	±5	2.8	±0.2	
E5 – E9	100	±1	14	22	44	14	6	±3	2.8	±0.1	

Note. Percent responding are active duty members who answered the question.

41a. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	15	32	39	11	3	±6	2.5	±0.1	
O1 – O3	100	±1	18	32	37	10	4	±8	2.5	±0.2	
O4 – O6	100	±1	13	33	37	14	3	±9	2.6	±0.2	
AIAN	100	±1	10	24	36	17	13	±10	3.0	±0.3	
Army	100	±1	11	22	33	11	NR	±15	3.1	±0.4	
Navy	100	±0	8	20	53	11	8	±12	2.9	±0.2	
Marine Corps	100	±0	8	NR	27	NR	4	±16	3.1	±0.5	
Air Force	100	±1	13	NR	31	NR	2	±17	2.7	±0.4	
Enlisted	100	±1	10	21	35	20	14	±11	3.1	±0.3	
E1 – E4	100	±1	11	19	25	NR	NR	±11	3.3	±0.4	
E5 – E9	100	±1	9	24	45	17	6	±10	2.9	±0.2	
Officers	100	±1	6	NR	NR	4	NR	±6	2.7	±0.5	
O1 – O3	100	±0	11	15	NR	5	NR	±13	NR		
O4 – O6	100	±1	4	NR	NR	2	1	±7	NR		
ASIAN	99	±1	10	24	47	14	6	±4	2.8	±0.1	
Army	99	±1	10	22	45	16	8	±8	2.9	±0.2	
Navy	99	±1	8	20	53	13	6	±5	2.9	±0.1	
Marine Corps	99	±1	7	25	46	16	5	±13	2.9	±0.2	
Air Force	100	±1	16	34	37	10	3	±7	2.5	±0.2	
Enlisted	99	±1	10	23	46	14	6	±4	2.8	±0.1	
E1 – E4	99	±1	9	24	46	14	7	±7	2.9	±0.1	
E5 – E9	100	±1	11	22	47	14	5	±5	2.8	±0.1	
Officers	100	±1	11	27	47	10	4	±7	2.7	±0.2	
O1 – O3	100	±1	11	27	44	12	5	±10	2.7	±0.2	
O4 – O6	99	±1	13	27	53	6	2	±11	2.6	±0.2	
NHPI	100	±1	12	18	46	15	9	±10	2.9	±0.2	
Army	100	±1	12	13	49	18	9	±16	3.0	±0.4	
Navy	100	±0	9	18	48	13	12	±14	3.0	±0.3	
Marine Corps	100	±0	9	17	51	17	6	±17	2.9	±0.3	
Air Force	100	±1	17	38	33	8	5	±15	2.5	±0.2	
Enlisted	100	±1	12	17	46	16	9	±10	2.9	±0.3	
Officers	100	±0	4	NR	NR	4	2	±9	2.6	±0.4	
TWO OR MORE RACES	100	±1	14	22	38	17	9	±6	2.9	±0.2	
Army	100	±0	14	17	39	15	15	±14	3.0	±0.4	
Navy	100	±0	14	21	39	20	7	±9	2.8	±0.3	
Marine Corps	100	±1	6	22	NR	NR	10	±16	3.1	±0.4	
Air Force	100	±1	17	31	35	14	3	±10	2.5	±0.2	
Enlisted	100	±1	14	21	36	18	10	±7	2.9	±0.2	
E1 – E4	100	±1	16	17	37	17	13	±11	3.0	±0.3	
E5 – E9	100	±1	13	26	36	20	5	±8	2.8	±0.2	
Officers	100	±1	10	28	49	7	6	±12	2.7	±0.3	
O1 – O3	100	±0	8	26	54	7	NR	±15	2.7	±0.3	
O4 – O6	100	±1	NR	NR	NR	6	NR	±5	2.5	±0.6	
COAST GUARD	100	±1	12	31	44	10	3	±3	2.6	±0.1	
White	100	±0	12	32	43	10	3	±4	2.6	±0.1	
Black	100	±1	11	24	49	12	4	±4	2.7	±0.1	
Hispanic	100	±1	11	27	45	10	6	±5	2.7	±0.1	
Other Race/Ethnicity	100	±1	13	27	47	9	4	±6	2.6	±0.2	
Enlisted	100	±1	12	29	44	10	4	±4	2.6	±0.1	
Officers	100	±1	9	38	42	9	3	±4	2.6	±0.1	
Male	100	±1	12	32	43	10	3	±3	2.6	±0.1	
Female	100	±1	8	26	49	13	5	±3	2.8	±0.1	
Not Deployed Past 12 Months	100	±1	12	33	43	10	3	±3	2.6	±0.1	
Deployed Past 12 Months	100	±1	11	25	49	11	4	±6	2.7	±0.2	

NR: Not reportable

## 41. In the past month, how often have you...

## b. Felt that you were unable to control the important things in your life?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	24	27	29	13	7	±2	2.5	±0.1	
Army	100	±1	22	25	29	15	9	±2	2.6	±0.1	
Navy	100	±1	19	27	35	12	7	±3	2.6	±0.1	
Marine Corps	100	±1	21	26	29	16	8	±4	2.6	±0.1	
Air Force	100	±1	35	31	23	8	4	±3	2.1	±0.1	
Enlisted	100	±1	24	26	29	14	8	±2	2.6	±0.1	
E1 – E4	100	±1	21	23	29	16	10	±3	2.7	±0.1	
E5 – E9	100	±1	26	28	29	11	5	±2	2.4	±0.1	
Officers	99	±1	26	33	29	8	4	±3	2.3	±0.1	
O1 – O3	99	±1	26	30	30	9	5	±4	2.4	±0.1	
O4 – O6	99	±1	26	37	28	6	3	±4	2.2	±0.1	
Male	100	±1	25	27	29	12	7	±2	2.5	±0.1	
Female	100	±1	20	26	29	16	9	±3	2.7	±0.1	
Not Deployed Past 12 Months	100	±1	25	27	29	12	7	±2	2.5	±0.1	
Deployed Past 12 Months	100	±1	22	27	29	14	8	±2	2.6	±0.1	
WHITE	100	±1	25	27	28	13	7	±2	2.5	±0.1	
Army	100	±1	22	25	28	15	9	±3	2.6	±0.1	
Navy	100	±1	20	26	35	12	7	±4	2.6	±0.1	
Marine Corps	100	±0	20	27	29	17	7	±5	2.6	±0.2	
Air Force	100	±1	35	31	22	7	4	±3	2.1	±0.1	
Enlisted	100	±1	24	26	28	14	8	±2	2.5	±0.1	
E1 – E4	100	±1	21	24	28	17	10	±3	2.7	±0.1	
E5 – E9	100	±1	27	28	29	11	5	±3	2.4	±0.1	
Officers	99	±1	26	33	29	8	4	±3	2.3	±0.1	
O1 – O3	99	±1	26	30	30	10	5	±5	2.4	±0.1	
O4 – O6	99	±1	25	37	28	6	3	±5	2.3	±0.1	
BLACK	100	±1	24	28	30	12	7	±3	2.5	±0.1	
Army	100	±1	22	26	31	14	8	±4	2.6	±0.2	
Navy	100	±1	19	31	32	10	8	±4	2.6	±0.1	
Marine Corps	99	±1	24	24	31	12	8	±5	2.6	±0.1	
Air Force	100	±1	33	30	26	8	3	±4	2.2	±0.1	
Enlisted	100	±1	23	27	30	12	7	±3	2.5	±0.1	
E1 – E4	100	±1	22	22	32	15	10	±5	2.7	±0.2	
E5 – E9	100	±1	24	30	29	11	6	±3	2.4	±0.1	
Officers	99	±1	26	34	27	9	5	±4	2.3	±0.1	
O1 – O3	99	±1	25	30	30	10	6	±5	2.4	±0.2	
O4 – O6	99	±1	27	41	23	7	2	±6	2.2	±0.1	
HISPANIC	100	±1	26	26	29	13	6	±3	2.5	±0.1	
Army	99	±1	26	25	28	13	8	±4	2.5	±0.2	
Navy	100	±1	18	28	33	14	6	±5	2.6	±0.2	
Marine Corps	100	±0	24	25	30	16	6	±7	2.5	±0.2	
Air Force	100	±1	40	29	22	7	3	±6	2.0	±0.2	
Enlisted	100	±1	26	26	29	13	6	±3	2.5	±0.1	
E1 – E4	100	±1	25	22	29	16	7	±5	2.6	±0.2	
E5 – E9	99	±1	27	29	28	11	6	±3	2.4	±0.1	

Note. Percent responding are active duty members who answered the question.

41b. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	29	33	27	7	4	±6	2.2	±0.2	
O1 – O3	100	±1	31	33	24	8	5	±8	2.2	±0.2	
O4 – O6	100	±1	29	34	24	8	4	±9	2.2	±0.2	
AIAN	100	±1	24	23	27	17	9	±11	2.6	±0.3	
Army	100	±1	28	18	27	15	13	±17	2.7	±0.5	
Navy	99	±2	15	29	34	12	10	±14	2.7	±0.2	
Marine Corps	100	±1	15	NR	27	NR	6	±18	2.9	±0.6	
Air Force	99	±1	NR	27	15	NR	2	±16	2.2	±0.5	
Enlisted	100	±1	22	23	26	19	9	±12	2.7	±0.3	
E1 – E4	99	±1	20	20	23	NR	NR	±11	2.9	±0.4	
E5 – E9	100	±1	23	26	31	14	6	±11	2.5	±0.2	
Officers	100	±1	NR	NR	NR	4	NR	±3	NR		
O1 – O3	100	±1	16	20	NR	5	NR	±17	NR		
O4 – O6	100	±1	NR	9	NR	3	1	±13	NR		
ASIAN	100	±1	16	28	37	13	7	±3	2.7	±0.1	
Army	99	±1	14	25	34	16	10	±9	2.8	±0.2	
Navy	100	±1	13	25	44	12	6	±5	2.7	±0.1	
Marine Corps	100	±1	13	31	29	NR	6	±13	2.8	±0.3	
Air Force	100	±1	24	34	32	6	5	±6	2.3	±0.2	
Enlisted	100	±1	15	26	38	14	7	±4	2.7	±0.1	
E1 – E4	100	±1	12	26	38	14	10	±7	2.8	±0.2	
E5 – E9	99	±1	17	27	38	13	6	±5	2.6	±0.1	
Officers	100	±1	18	34	34	9	5	±7	2.5	±0.2	
O1 – O3	100	±1	18	34	31	11	6	±10	2.5	±0.2	
O4 – O6	100	±1	19	34	37	7	3	±12	2.4	±0.2	
NHPI	100	±1	20	21	35	13	12	±9	2.8	±0.3	
Army	100	±0	16	17	38	14	15	±16	2.9	±0.4	
Navy	99	±1	24	16	38	13	9	±15	2.7	±0.4	
Marine Corps	100	±1	24	16	34	15	NR	±15	2.8	±0.5	
Air Force	99	±1	28	40	21	7	3	±14	2.2	±0.1	
Enlisted	100	±1	20	20	34	13	12	±10	2.8	±0.3	
Officers	98	±4	11	NR	NR	2	2	±13	2.4	±0.4	
TWO OR MORE RACES	100	±1	20	24	28	14	14	±7	2.8	±0.2	
Army	100	±1	16	24	22	15	23	±15	3.0	±0.4	
Navy	100	±0	18	22	35	17	8	±9	2.8	±0.3	
Marine Corps	100	±1	12	19	NR	12	NR	±14	3.1	±0.5	
Air Force	100	±1	31	29	26	11	3	±10	2.3	±0.2	
Enlisted	100	±1	20	23	27	15	15	±8	2.8	±0.2	
E1 – E4	100	±1	18	18	26	15	23	±12	3.1	±0.3	
E5 – E9	100	±0	23	30	28	15	4	±8	2.5	±0.2	
Officers	100	±1	18	31	36	7	8	±13	2.5	±0.3	
O1 – O3	100	±1	18	29	39	7	NR	±16	2.6	±0.4	
O4 – O6	100	±1	NR	NR	NR	6	NR	±5	2.6	±0.6	
COAST GUARD	100	±1	21	35	31	10	4	±3	2.4	±0.1	
White	100	±1	21	36	30	10	4	±4	2.4	±0.1	
Black	100	±1	21	32	32	10	5	±4	2.5	±0.1	
Hispanic	100	±1	19	32	34	9	6	±5	2.5	±0.1	
Other Race/Ethnicity	100	±1	20	28	37	10	5	±7	2.5	±0.2	
Enlisted	100	±1	21	34	32	9	4	±4	2.4	±0.1	
Officers	100	±1	19	38	27	12	4	±4	2.4	±0.1	
Male	100	±1	21	35	31	9	4	±3	2.4	±0.1	
Female	100	±1	18	29	32	14	7	±3	2.6	±0.1	
Not Deployed Past 12 Months	100	±1	21	35	31	9	4	±3	2.4	±0.1	
Deployed Past 12 Months	100	±1	19	34	31	12	5	±6	2.5	±0.2	

NR: Not reportable

## 41. In the past month, how often have you...

## c. Felt nervous and stressed?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
<b>TOTAL DOD</b>	100	±1	13	22	39	17	9	±2	2.9	±0.1	
Army	99	±1	13	21	37	19	10	±3	2.9	±0.1	
Navy	100	±1	9	21	42	18	9	±3	3.0	±0.1	
Marine Corps	99	±1	10	21	38	19	12	±4	3.0	±0.1	
Air Force	100	±1	17	27	38	13	5	±3	2.6	±0.1	
Enlisted	100	±1	13	21	39	18	10	±2	2.9	±0.1	
E1 – E4	100	±1	11	18	38	20	13	±3	3.1	±0.1	
E5 – E9	99	±1	14	24	40	16	7	±2	2.8	±0.1	
Officers	99	±1	13	29	39	15	5	±3	2.7	±0.1	
O1 – O3	100	±1	12	26	39	17	7	±4	2.8	±0.1	
O4 – O6	99	±1	13	34	39	12	3	±4	2.6	±0.1	
Male	100	±1	13	23	38	17	9	±2	2.8	±0.1	
Female	100	±1	7	17	44	20	12	±3	3.1	±0.1	
Not Deployed Past 12 Months	100	±1	13	22	39	17	9	±2	2.9	±0.1	
Deployed Past 12 Months	100	±1	12	22	39	18	10	±2	2.9	±0.1	
<b>WHITE</b>	100	±1	12	23	38	18	9	±2	2.9	±0.1	
Army	100	±1	12	21	37	20	10	±3	3.0	±0.1	
Navy	99	±1	9	21	41	20	10	±4	3.0	±0.1	
Marine Corps	99	±1	10	21	37	20	13	±5	3.1	±0.2	
Air Force	100	±1	16	27	38	13	5	±3	2.6	±0.1	
Enlisted	100	±1	12	21	38	19	10	±2	2.9	±0.1	
E1 – E4	100	±1	10	18	38	22	13	±4	3.1	±0.1	
E5 – E9	100	±1	14	24	38	16	8	±3	2.8	±0.1	
Officers	99	±1	12	29	38	15	5	±3	2.7	±0.1	
O1 – O3	100	±1	12	26	37	18	7	±5	2.8	±0.1	
O4 – O6	99	±1	12	34	39	12	3	±5	2.6	±0.1	
<b>BLACK</b>	99	±1	15	21	42	13	8	±3	2.8	±0.1	
Army	99	±1	15	20	41	15	10	±5	2.8	±0.2	
Navy	100	±1	12	22	47	12	8	±4	2.8	±0.1	
Marine Corps	99	±1	14	19	43	16	7	±5	2.8	±0.1	
Air Force	99	±1	22	24	40	10	5	±4	2.5	±0.1	
Enlisted	99	±1	15	21	42	13	8	±3	2.8	±0.1	
E1 – E4	99	±2	15	16	42	15	12	±5	2.9	±0.2	
E5 – E9	99	±1	15	24	42	13	6	±3	2.7	±0.1	
Officers	100	±1	16	27	43	10	5	±4	2.6	±0.1	
O1 – O3	99	±1	14	23	47	12	4	±5	2.7	±0.1	
O4 – O6	100	±1	20	34	37	8	2	±6	2.4	±0.1	
<b>HISPANIC</b>	100	±1	14	22	37	17	9	±3	2.9	±0.1	
Army	100	±1	14	21	35	19	10	±5	2.9	±0.1	
Navy	100	±1	11	20	41	18	10	±5	3.0	±0.2	
Marine Corps	100	±1	12	21	39	15	12	±7	2.9	±0.2	
Air Force	99	±2	20	27	35	14	4	±6	2.6	±0.2	
Enlisted	100	±1	14	21	37	18	10	±3	2.9	±0.1	
E1 – E4	100	±1	14	19	35	20	12	±5	3.0	±0.2	
E5 – E9	99	±1	15	23	39	16	8	±3	2.8	±0.1	

Note. Percent responding are active duty members who answered the question.

41c. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	12	30	41	13	5	±6	2.7	±0.1	
O1 – O3	100	±1	12	29	40	12	6	±9	2.7	±0.2	
O4 – O6	99	±1	12	33	41	10	4	±8	2.6	±0.1	
AIAN	100	±1	14	14	34	20	18	±12	3.1	±0.3	
Army	100	±1	17	14	27	21	20	±16	3.1	±0.5	
Navy	100	±0	7	16	43	20	14	±14	3.2	±0.3	
Marine Corps	100	±1	9	12	NR	11	NR	±11	NR		
Air Force	100	±1	NR	15	34	NR	3	±16	2.9	±0.5	
Enlisted	100	±1	11	12	35	23	19	±13	3.3	±0.3	
E1 – E4	100	±1	12	11	29	24	NR	±15	3.4	±0.4	
E5 – E9	100	±1	11	14	40	21	13	±12	3.1	±0.3	
Officers	100	±1	NR	NR	NR	5	NR	±4	NR		
O1 – O3	100	±0	7	NR	22	7	NR	±18	NR		
O4 – O6	100	±1	NR	NR	NR	4	2	±6	NR		
ASIAN	99	±1	9	21	46	17	6	±4	2.9	±0.1	
Army	99	±1	10	20	41	21	8	±8	3.0	±0.2	
Navy	99	±1	8	19	52	16	6	±5	2.9	±0.1	
Marine Corps	100	±1	8	21	39	25	7	±17	3.0	±0.3	
Air Force	100	±1	13	26	46	11	3	±6	2.7	±0.1	
Enlisted	99	±1	10	20	46	18	6	±4	2.9	±0.1	
E1 – E4	99	±1	10	19	42	22	7	±9	3.0	±0.2	
E5 – E9	100	±1	9	21	50	15	5	±5	2.9	±0.1	
Officers	100	±1	8	27	44	15	6	±7	2.8	±0.2	
O1 – O3	100	±1	6	28	43	16	7	±11	2.9	±0.2	
O4 – O6	99	±1	12	26	46	14	3	±13	2.7	±0.3	
NHPI	100	±1	11	18	44	15	12	±10	3.0	±0.3	
Army	100	±1	NR	15	44	16	15	±15	3.1	±0.4	
Navy	100	±0	8	16	49	13	14	±14	3.1	±0.3	
Marine Corps	100	±1	10	10	53	15	NR	±13	3.1	±0.4	
Air Force	99	±1	17	35	34	11	3	±16	2.5	±0.2	
Enlisted	100	±1	11	17	43	15	13	±10	3.0	±0.3	
Officers	100	±0	6	NR	NR	8	2	±14	2.6	±0.4	
TWO OR MORE RACES	100	±1	10	21	35	20	13	±6	3.1	±0.2	
Army	100	±1	9	17	33	23	18	±14	3.2	±0.3	
Navy	100	±1	6	20	41	20	13	±10	3.1	±0.2	
Marine Corps	100	±1	NR	NR	25	21	NR	±17	3.3	±0.6	
Air Force	100	±1	16	29	36	17	3	±10	2.6	±0.2	
Enlisted	100	±1	10	20	35	20	15	±7	3.1	±0.2	
E1 – E4	100	±1	11	15	33	18	23	±12	3.3	±0.3	
E5 – E9	100	±1	9	27	37	22	5	±8	2.9	±0.2	
Officers	100	±1	10	27	34	23	5	±14	2.9	±0.3	
O1 – O3	100	±1	13	24	38	22	3	±16	2.8	±0.3	
O4 – O6	100	±0	7	NR	NR	NR	NR	±5	2.9	±0.5	
COAST GUARD	99	±1	9	23	46	16	6	±3	2.9	±0.1	
White	99	±1	9	22	46	17	6	±4	2.9	±0.1	
Black	100	±1	12	23	47	13	6	±4	2.8	±0.1	
Hispanic	99	±2	9	23	46	13	8	±5	2.9	±0.1	
Other Race/Ethnicity	99	±1	9	23	49	14	6	±6	2.9	±0.1	
Enlisted	99	±1	10	21	46	16	7	±4	2.9	±0.1	
Officers	100	±1	7	28	46	15	5	±4	2.8	±0.1	
Male	99	±1	10	23	47	15	6	±3	2.8	±0.1	
Female	100	±1	5	20	41	23	11	±3	3.2	±0.1	
Not Deployed Past 12 Months	99	±1	11	23	45	16	6	±3	2.8	±0.1	
Deployed Past 12 Months	99	±2	5	23	49	15	8	±6	3.0	±0.2	

NR: Not reportable

## 41. In the past month, how often have you...

## d. Felt confident about your ability to handle your personal problems?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	7	22	33	33	±2	3.8	±0.1	
Army	99	±1	6	7	23	31	33	±2	3.8	±0.1	
Navy	100	±1	5	7	25	35	29	±3	3.8	±0.1	
Marine Corps	100	±1	5	8	24	35	29	±4	3.7	±0.1	
Air Force	100	±1	6	6	17	32	38	±3	3.9	±0.1	
Enlisted	100	±1	6	8	24	33	30	±2	3.7	±0.1	
E1 – E4	100	±1	6	9	29	30	26	±3	3.6	±0.1	
E5 – E9	100	±1	6	6	19	34	34	±2	3.9	±0.1	
Officers	100	±1	4	5	14	34	43	±3	4.1	±0.1	
O1 – O3	100	±1	5	5	15	35	40	±4	4.0	±0.1	
O4 – O6	100	±1	2	5	12	34	47	±4	4.2	±0.1	
Male	100	±1	6	7	21	33	33	±2	3.8	±0.1	
Female	100	±1	3	7	27	33	30	±3	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	5	7	23	32	33	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	6	7	21	34	32	±2	3.8	±0.1	
WHITE	100	±1	5	7	21	34	33	±2	3.8	±0.1	
Army	99	±1	6	7	22	32	33	±3	3.8	±0.1	
Navy	100	±1	5	7	24	35	29	±4	3.8	±0.1	
Marine Corps	100	±1	4	9	22	36	29	±5	3.8	±0.2	
Air Force	100	±0	6	6	16	34	39	±3	3.9	±0.1	
Enlisted	100	±1	6	8	23	34	31	±2	3.8	±0.1	
E1 – E4	100	±1	5	9	28	32	26	±4	3.6	±0.1	
E5 – E9	100	±1	6	6	17	35	35	±3	3.9	±0.1	
Officers	100	±1	4	5	13	34	43	±4	4.1	±0.1	
O1 – O3	100	±1	6	5	15	34	40	±5	4.0	±0.2	
O4 – O6	100	±1	2	5	12	34	47	±5	4.2	±0.1	
BLACK	99	±1	6	7	24	31	33	±3	3.8	±0.1	
Army	100	±1	6	6	25	31	32	±4	3.8	±0.1	
Navy	99	±1	4	8	25	32	31	±4	3.8	±0.1	
Marine Corps	100	±1	5	6	26	29	33	±5	3.8	±0.1	
Air Force	99	±1	8	7	21	28	36	±4	3.8	±0.1	
Enlisted	99	±1	6	7	25	30	31	±3	3.7	±0.1	
E1 – E4	100	±1	7	7	34	27	25	±5	3.6	±0.2	
E5 – E9	99	±1	6	7	20	32	35	±3	3.8	±0.1	
Officers	99	±1	3	5	15	31	46	±4	4.1	±0.1	
O1 – O3	99	±1	3	6	17	30	43	±5	4.0	±0.1	
O4 – O6	99	±1	3	3	14	32	47	±7	4.2	±0.2	
HISPANIC	100	±1	7	6	23	31	33	±3	3.8	±0.1	
Army	100	±1	7	7	22	28	36	±4	3.8	±0.2	
Navy	100	±1	5	4	28	37	26	±5	3.8	±0.1	
Marine Corps	100	±1	8	7	22	34	29	±7	3.7	±0.2	
Air Force	100	±1	8	6	17	27	41	±6	3.9	±0.2	
Enlisted	100	±1	7	6	24	31	32	±3	3.7	±0.1	
E1 – E4	100	±1	8	8	28	27	29	±5	3.6	±0.2	
E5 – E9	100	±1	6	5	20	34	34	±3	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

41d. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	5	4	11	32	49	±6	4.2	±0.2	
O1 – O3	99	±1	5	4	13	31	46	±8	4.1	±0.2	
O4 – O6	100	±1	3	6	12	33	46	±8	4.1	±0.2	
AIAN	100	±1	6	6	22	36	30	±10	3.8	±0.2	
Army	100	±1	7	8	23	33	30	±15	3.7	±0.3	
Navy	99	±1	6	5	16	42	31	±14	3.9	±0.3	
Marine Corps	100	±1	4	4	NR	NR	21	±14	3.6	±0.4	
Air Force	100	±1	6	3	10	NR	NR	±6	4.1	±0.3	
Enlisted	100	±1	5	5	24	39	26	±11	3.8	±0.2	
E1 – E4	99	±1	6	5	NR	36	19	±15	3.6	±0.2	
E5 – E9	100	±1	5	5	14	43	33	±10	3.9	±0.2	
Officers	100	±1	NR	NR	NR	18	NR	±15	NR		
O1 – O3	100	±0	3	NR	6	19	NR	±16	NR		
O4 – O6	99	±1	NR	1	NR	NR	NR	±3	NR		
ASIAN	99	±1	5	10	27	34	24	±4	3.6	±0.1	
Army	100	±1	5	13	29	30	24	±8	3.5	±0.2	
Navy	99	±1	3	9	32	34	23	±5	3.6	±0.2	
Marine Corps	99	±1	3	7	25	42	23	±14	3.8	±0.2	
Air Force	99	±1	8	9	19	37	28	±6	3.7	±0.2	
Enlisted	100	±1	5	11	29	32	23	±4	3.6	±0.1	
E1 – E4	99	±1	5	14	28	31	21	±8	3.5	±0.2	
E5 – E9	100	±1	5	8	29	33	25	±4	3.6	±0.1	
Officers	99	±1	3	5	21	44	28	±7	3.9	±0.1	
O1 – O3	99	±1	3	5	23	46	23	±10	3.8	±0.2	
O4 – O6	100	±1	3	4	18	39	35	±12	4.0	±0.2	
NHPI	100	±1	8	14	27	28	24	±12	3.5	±0.3	
Army	100	±0	6	NR	29	28	21	±14	3.4	±0.4	
Navy	100	±0	16	6	32	22	23	±16	3.3	±0.4	
Marine Corps	99	±1	5	3	23	35	34	±14	3.9	±0.3	
Air Force	99	±1	7	NR	16	30	29	±8	3.6	±0.4	
Enlisted	100	±1	8	14	28	28	21	±13	3.4	±0.3	
Officers	100	±0	2	3	7	NR	NR	±10	4.5	±0.4	
TWO OR MORE RACES	100	±1	4	8	25	32	32	±6	3.8	±0.2	
Army	100	±1	1	9	23	34	34	±13	3.9	±0.3	
Navy	100	±0	5	8	24	33	30	±10	3.7	±0.3	
Marine Corps	100	±1	1	8	NR	NR	14	±12	3.5	±0.3	
Air Force	98	±4	6	7	20	28	40	±9	3.9	±0.3	
Enlisted	99	±1	4	8	26	31	31	±7	3.8	±0.2	
E1 – E4	100	±1	4	11	29	30	25	±10	3.6	±0.3	
E5 – E9	99	±2	3	5	22	32	38	±8	4.0	±0.2	
Officers	100	±1	3	4	17	37	39	±12	4.0	±0.3	
O1 – O3	100	±1	3	5	19	43	30	±16	3.9	±0.3	
O4 – O6	100	±1	2	2	NR	NR	NR	±3	4.3	±0.4	
COAST GUARD	100	±1	3	7	21	38	31	±3	3.9	±0.1	
White	100	±1	3	7	20	40	30	±4	3.9	±0.1	
Black	100	±1	4	4	22	34	35	±4	3.9	±0.1	
Hispanic	99	±1	4	7	23	36	30	±5	3.8	±0.1	
Other Race/Ethnicity	100	±0	2	6	25	33	33	±7	3.9	±0.2	
Enlisted	100	±1	4	7	22	38	29	±4	3.8	±0.1	
Officers	100	±1	2	5	16	39	37	±4	4.0	±0.1	
Male	100	±1	3	7	21	39	31	±3	3.9	±0.1	
Female	100	±1	3	5	26	37	30	±3	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	3	6	21	39	31	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	4	9	22	35	30	±6	3.8	±0.2	

NR: Not reportable



## 41. In the past month, how often have you...

## e. Felt that things were going your way?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	7	14	38	30	11	±2	3.2	±0.1	
Army	99	±1	9	15	38	28	10	±3	3.2	±0.1	
Navy	100	±1	5	15	41	30	9	±3	3.2	±0.1	
Marine Corps	99	±1	6	17	40	27	10	±4	3.2	±0.1	
Air Force	99	±1	6	11	36	35	12	±3	3.4	±0.1	
Enlisted	99	±1	8	15	39	28	10	±2	3.2	±0.1	
E1 – E4	100	±1	10	20	40	23	8	±3	3.0	±0.1	
E5 – E9	99	±1	5	12	39	32	11	±2	3.3	±0.1	
Officers	100	±1	3	7	33	41	16	±3	3.6	±0.1	
O1 – O3	100	±1	4	9	35	39	12	±4	3.5	±0.1	
O4 – O6	99	±1	1	5	30	44	20	±4	3.8	±0.1	
Male	99	±1	7	14	38	30	11	±2	3.2	±0.1	
Female	100	±1	5	15	41	29	10	±3	3.3	±0.1	
Not Deployed Past 12 Months	99	±1	7	14	38	31	11	±2	3.3	±0.1	
Deployed Past 12 Months	99	±1	7	15	38	29	10	±2	3.2	±0.1	
WHITE	99	±1	7	14	37	31	11	±2	3.2	±0.1	
Army	99	±1	9	15	37	28	10	±3	3.2	±0.1	
Navy	100	±1	4	16	41	30	9	±4	3.2	±0.1	
Marine Corps	99	±1	6	19	38	28	11	±5	3.2	±0.1	
Air Force	99	±1	6	10	35	38	12	±3	3.4	±0.1	
Enlisted	99	±1	7	16	39	28	9	±2	3.2	±0.1	
E1 – E4	99	±1	10	21	38	24	8	±4	3.0	±0.1	
E5 – E9	99	±1	5	12	39	33	11	±3	3.3	±0.1	
Officers	100	±1	3	7	32	41	16	±4	3.6	±0.1	
O1 – O3	100	±1	5	8	35	40	12	±5	3.5	±0.1	
O4 – O6	99	±1	1	5	30	44	20	±5	3.8	±0.1	
BLACK	99	±1	8	12	39	28	12	±3	3.2	±0.1	
Army	99	±1	9	12	40	27	11	±5	3.2	±0.1	
Navy	100	±1	7	12	38	31	12	±4	3.3	±0.1	
Marine Corps	99	±1	7	13	43	25	12	±5	3.2	±0.1	
Air Force	99	±1	7	11	39	29	14	±4	3.3	±0.1	
Enlisted	99	±1	9	12	40	27	12	±3	3.2	±0.1	
E1 – E4	100	±1	14	15	42	20	8	±5	2.9	±0.2	
E5 – E9	99	±1	5	11	39	31	14	±3	3.4	±0.1	
Officers	99	±2	3	9	32	39	17	±4	3.6	±0.1	
O1 – O3	100	±1	3	13	29	40	14	±5	3.5	±0.1	
O4 – O6	99	±1	3	3	33	41	19	±6	3.7	±0.1	
HISPANIC	100	±1	7	13	39	29	11	±3	3.2	±0.1	
Army	100	±1	6	15	38	29	12	±5	3.3	±0.1	
Navy	99	±1	6	12	43	31	8	±5	3.2	±0.1	
Marine Corps	100	±1	10	13	41	26	10	±7	3.1	±0.2	
Air Force	100	±1	7	13	37	29	14	±6	3.3	±0.2	
Enlisted	100	±1	7	14	40	28	11	±3	3.2	±0.1	
E1 – E4	100	±1	9	16	43	22	11	±5	3.1	±0.2	
E5 – E9	99	±1	6	12	38	33	11	±3	3.3	±0.1	

Note. Percent responding are active duty members who answered the question.

41e. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	3	7	30	44	16	±6	3.6	±0.2	
O1 – O3	100	±1	5	9	32	38	17	±8	3.5	±0.2	
O4 – O6	100	±1	2	7	26	51	15	±7	3.7	±0.1	
AIAN	100	±1	7	17	43	24	9	±10	3.1	±0.2	
Army	100	±1	NR	13	44	21	NR	±14	3.1	±0.4	
Navy	99	±2	6	19	42	27	6	±14	3.1	±0.2	
Marine Corps	100	±1	6	NR	NR	19	4	±13	2.9	±0.4	
Air Force	100	±1	4	7	NR	NR	7	±4	3.4	±0.2	
Enlisted	100	±1	8	16	45	25	5	±11	3.0	±0.2	
E1 – E4	100	±1	NR	NR	44	18	4	±15	2.8	±0.3	
E5 – E9	99	±1	4	10	47	32	7	±10	3.3	±0.2	
Officers	100	±1	2	NR	NR	NR	NR	±3	NR		
O1 – O3	100	±0	4	NR	NR	21	9	±17	NR		
O4 – O6	100	±1	1	3	NR	NR	NR	±6	NR		
ASIAN	99	±1	6	14	43	30	7	±4	3.2	±0.1	
Army	99	±2	7	18	43	26	6	±8	3.1	±0.2	
Navy	100	±1	4	13	47	29	7	±5	3.2	±0.1	
Marine Corps	99	±1	5	14	40	35	5	±16	3.2	±0.2	
Air Force	99	±1	6	12	39	35	7	±6	3.3	±0.2	
Enlisted	99	±1	6	15	44	29	6	±4	3.1	±0.1	
E1 – E4	99	±1	8	19	41	26	6	±7	3.0	±0.2	
E5 – E9	99	±1	5	12	47	30	5	±5	3.2	±0.1	
Officers	100	±1	3	9	39	38	12	±8	3.5	±0.2	
O1 – O3	100	±1	3	11	42	35	10	±10	3.4	±0.2	
O4 – O6	100	±1	2	4	33	46	15	±11	3.7	±0.2	
NHPI	99	±1	8	17	38	27	9	±10	3.1	±0.3	
Army	99	±2	7	20	35	27	NR	±17	3.1	±0.4	
Navy	100	±1	16	11	50	17	6	±16	2.9	±0.3	
Marine Corps	100	±0	5	10	41	34	10	±16	3.3	±0.3	
Air Force	100	±1	6	NR	34	31	9	±9	3.2	±0.3	
Enlisted	99	±1	9	17	39	27	8	±11	3.1	±0.3	
Officers	100	±0	1	NR	NR	NR	NR	±3	NR		
TWO OR MORE RACES	100	±1	8	19	40	25	7	±6	3.0	±0.2	
Army	100	±0	13	20	37	27	3	±14	2.9	±0.3	
Navy	100	±1	8	22	40	23	7	±9	3.0	±0.2	
Marine Corps	100	±1	1	17	NR	11	12	±16	3.2	±0.3	
Air Force	100	±1	6	14	37	32	11	±9	3.3	±0.2	
Enlisted	100	±1	10	21	40	24	6	±7	3.0	±0.2	
E1 – E4	100	±1	16	24	38	18	3	±11	2.7	±0.3	
E5 – E9	100	±1	2	17	42	30	10	±8	3.3	±0.2	
Officers	100	±1	1	5	43	37	14	±13	3.6	±0.2	
O1 – O3	100	±1	1	6	49	35	10	±15	3.5	±0.2	
O4 – O6	100	±1	1	4	NR	NR	NR	±4	3.8	±0.4	
COAST GUARD	99	±1	3	12	42	33	10	±3	3.4	±0.1	
White	100	±1	2	12	42	34	10	±4	3.4	±0.1	
Black	100	±1	5	10	44	32	9	±4	3.3	±0.1	
Hispanic	99	±1	5	13	40	33	10	±5	3.3	±0.1	
Other Race/Ethnicity	99	±3	3	13	44	33	8	±6	3.3	±0.1	
Enlisted	99	±1	3	13	44	30	9	±4	3.3	±0.1	
Officers	100	±1	1	7	34	45	13	±5	3.6	±0.1	
Male	99	±1	3	12	42	34	9	±3	3.3	±0.1	
Female	100	±1	3	11	41	33	13	±3	3.4	±0.1	
Not Deployed Past 12 Months	99	±1	3	11	42	34	10	±3	3.4	±0.1	
Deployed Past 12 Months	100	±1	3	14	43	32	9	±6	3.3	±0.2	

NR: Not reportable

## 41. In the past month, how often have you...

## f. Found that you could not cope with all of the things you had to do?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	34	32	25	6	3	±2	2.1	±0.1	
Army	100	±1	34	31	26	6	3	±2	2.1	±0.1	
Navy	100	±1	27	35	28	6	2	±3	2.2	±0.1	
Marine Corps	100	±1	33	32	25	6	3	±4	2.1	±0.1	
Air Force	100	±1	43	32	18	5	2	±3	1.9	±0.1	
Enlisted	100	±1	33	32	26	6	3	±2	2.1	±0.1	
E1 – E4	100	±1	30	31	29	7	4	±3	2.2	±0.1	
E5 – E9	100	±1	36	33	23	5	2	±2	2.1	±0.1	
Officers	100	±1	40	35	18	5	2	±3	1.9	±0.1	
O1 – O3	100	±1	39	36	19	5	1	±4	1.9	±0.1	
O4 – O6	100	±1	41	36	17	3	2	±4	1.9	±0.1	
Male	100	±1	36	32	24	6	2	±2	2.1	±0.1	
Female	100	±1	26	32	30	7	4	±3	2.3	±0.1	
Not Deployed Past 12 Months	100	±1	34	33	24	6	3	±2	2.1	±0.1	
Deployed Past 12 Months	100	±1	34	32	26	5	3	±2	2.1	±0.1	
WHITE	100	±1	36	33	23	5	2	±2	2.0	±0.1	
Army	100	±1	36	32	24	5	3	±3	2.1	±0.1	
Navy	100	±1	29	37	26	6	2	±4	2.1	±0.1	
Marine Corps	100	±1	34	33	25	6	3	±5	2.1	±0.2	
Air Force	100	±1	44	32	17	4	2	±3	1.9	±0.1	
Enlisted	100	±1	35	33	25	5	3	±2	2.1	±0.1	
E1 – E4	100	±1	31	32	28	6	3	±4	2.2	±0.1	
E5 – E9	100	±1	38	33	22	5	2	±3	2.0	±0.1	
Officers	100	±1	42	35	17	5	1	±4	1.9	±0.1	
O1 – O3	100	±1	41	35	18	5	1	±5	1.9	±0.1	
O4 – O6	100	±1	42	37	16	3	2	±5	1.9	±0.1	
BLACK	99	±1	33	31	27	6	3	±3	2.2	±0.1	
Army	99	±1	33	31	28	5	3	±4	2.1	±0.1	
Navy	100	±1	28	32	30	6	4	±4	2.3	±0.1	
Marine Corps	99	±1	31	30	30	6	3	±5	2.2	±0.1	
Air Force	100	±1	40	31	21	6	2	±4	2.0	±0.1	
Enlisted	99	±1	32	31	28	6	3	±3	2.2	±0.1	
E1 – E4	99	±2	27	26	35	8	4	±5	2.4	±0.2	
E5 – E9	99	±1	35	34	24	5	3	±3	2.1	±0.1	
Officers	99	±1	42	33	18	5	2	±4	1.9	±0.1	
O1 – O3	99	±1	40	33	19	5	3	±5	2.0	±0.1	
O4 – O6	99	±1	46	31	17	3	2	±7	1.8	±0.2	
HISPANIC	100	±1	33	31	25	7	3	±3	2.2	±0.1	
Army	100	±1	31	30	27	8	4	±4	2.2	±0.1	
Navy	100	±1	27	35	29	7	3	±5	2.2	±0.2	
Marine Corps	100	±1	34	31	24	7	5	±8	2.2	±0.2	
Air Force	100	±1	46	30	18	4	2	±6	1.9	±0.2	
Enlisted	100	±1	33	31	26	7	4	±3	2.2	±0.1	
E1 – E4	100	±1	31	29	29	7	4	±5	2.2	±0.2	
E5 – E9	100	±1	35	32	23	7	3	±3	2.1	±0.1	

Note. Percent responding are active duty members who answered the question.

41f. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	36	37	20	4	2	±6	2.0	±0.1	
O1 – O3	100	±1	33	40	20	4	3	±8	2.0	±0.2	
O4 – O6	100	±1	42	35	17	4	2	±8	1.9	±0.1	
AIAN	100	±1	31	29	30	5	5	±9	2.2	±0.3	
Army	100	±1	37	23	26	5	NR	±14	2.2	±0.5	
Navy	100	±0	25	39	27	5	3	±13	2.2	±0.2	
Marine Corps	100	±1	20	NR	NR	5	1	±14	2.4	±0.3	
Air Force	99	±1	37	NR	NR	3	0	±17	1.9	±0.3	
Enlisted	100	±1	28	30	31	5	5	±11	2.3	±0.3	
E1 – E4	100	±1	24	29	33	6	NR	±17	2.5	±0.4	
E5 – E9	100	±1	32	32	29	5	2	±12	2.1	±0.2	
Officers	100	±1	NR	NR	NR	2	1	±2	1.8	±0.5	
O1 – O3	100	±0	22	NR	NR	2	2	±18	2.2	±0.4	
O4 – O6	100	±1	NR	9	NR	1	0	±12	NR		
ASIAN	100	±1	22	30	37	9	2	±4	2.4	±0.1	
Army	100	±1	20	31	36	10	4	±7	2.5	±0.2	
Navy	100	±1	19	26	44	10	1	±5	2.5	±0.1	
Marine Corps	99	±1	18	40	34	5	2	±14	2.3	±0.2	
Air Force	100	±1	31	34	26	7	1	±7	2.1	±0.2	
Enlisted	100	±1	20	29	40	9	2	±4	2.4	±0.1	
E1 – E4	100	±1	19	27	42	9	3	±7	2.5	±0.2	
E5 – E9	100	±1	21	30	38	10	2	±4	2.4	±0.1	
Officers	100	±1	28	39	24	7	1	±7	2.1	±0.2	
O1 – O3	100	±1	29	37	26	8	1	±10	2.2	±0.2	
O4 – O6	100	±1	28	44	21	4	2	±11	2.1	±0.2	
NHPI	100	±1	19	24	44	9	5	±10	2.6	±0.2	
Army	100	±0	13	18	55	10	4	±15	2.7	±0.3	
Navy	100	±0	23	25	37	9	NR	±15	2.5	±0.4	
Marine Corps	99	±2	25	25	33	7	NR	±15	2.5	±0.5	
Air Force	99	±1	31	43	19	5	2	±13	2.0	±0.1	
Enlisted	100	±1	19	22	46	9	4	±10	2.6	±0.2	
Officers	100	±0	17	NR	9	3	NR	±17	NR		
TWO OR MORE RACES	100	±1	31	34	22	9	4	±6	2.2	±0.2	
Army	100	±0	27	29	26	13	4	±14	2.4	±0.3	
Navy	100	±1	26	39	23	5	8	±10	2.3	±0.3	
Marine Corps	100	±1	NR	NR	17	NR	4	±13	2.0	±0.5	
Air Force	100	±1	36	39	17	7	1	±11	2.0	±0.2	
Enlisted	100	±1	32	34	21	9	4	±7	2.2	±0.2	
E1 – E4	100	±1	30	30	20	14	7	±11	2.4	±0.3	
E5 – E9	100	±1	34	38	22	3	2	±8	2.0	±0.2	
Officers	100	±0	26	36	29	5	4	±14	2.2	±0.3	
O1 – O3	100	±0	28	37	32	2	1	±17	2.1	±0.3	
O4 – O6	100	±0	22	NR	NR	2	NR	±12	2.4	±0.5	
COAST GUARD	99	±1	29	39	24	6	2	±3	2.1	±0.1	
White	99	±1	29	40	23	5	2	±4	2.1	±0.1	
Black	100	±1	30	36	27	4	3	±4	2.2	±0.1	
Hispanic	99	±1	27	36	28	6	4	±4	2.2	±0.1	
Other Race/Ethnicity	100	±1	28	35	27	6	4	±7	2.2	±0.2	
Enlisted	99	±1	29	39	25	6	2	±4	2.1	±0.1	
Officers	100	±1	30	41	22	5	2	±4	2.1	±0.1	
Male	99	±1	30	40	24	5	2	±3	2.1	±0.1	
Female	100	±1	24	35	29	7	5	±3	2.3	±0.1	
Not Deployed Past 12 Months	99	±1	29	39	25	5	2	±3	2.1	±0.1	
Deployed Past 12 Months	99	±2	30	38	22	6	4	±6	2.2	±0.2	

NR: Not reportable

## 41. In the past month, how often have you...

## g. Been able to control irritations in your life?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	6	11	32	34	18	±2	3.5	±0.1	
Army	99	±1	7	12	31	34	17	±2	3.4	±0.1	
Navy	99	±1	5	10	36	33	15	±3	3.4	±0.1	
Marine Corps	99	±1	5	13	34	33	15	±4	3.4	±0.1	
Air Force	100	±1	6	8	26	37	23	±3	3.6	±0.1	
Enlisted	99	±1	6	11	33	33	16	±2	3.4	±0.1	
E1 – E4	99	±1	7	14	35	31	13	±3	3.3	±0.1	
E5 – E9	99	±1	6	9	31	36	19	±2	3.5	±0.1	
Officers	100	±1	4	7	24	39	25	±3	3.7	±0.1	
O1 – O3	100	±1	5	8	25	39	22	±4	3.7	±0.1	
O4 – O6	99	±1	3	6	24	39	29	±4	3.8	±0.1	
Male	99	±1	6	11	31	34	18	±2	3.5	±0.1	
Female	99	±1	4	10	36	34	16	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	6	10	32	35	18	±2	3.5	±0.1	
Deployed Past 12 Months	99	±1	6	11	32	33	18	±2	3.4	±0.1	
WHITE	99	±1	6	11	30	36	17	±2	3.5	±0.1	
Army	99	±1	6	12	30	36	16	±3	3.4	±0.1	
Navy	99	±1	5	11	36	32	16	±4	3.4	±0.1	
Marine Corps	99	±2	4	14	32	34	15	±5	3.4	±0.2	
Air Force	100	±1	6	7	24	39	23	±3	3.7	±0.1	
Enlisted	99	±1	6	12	32	35	16	±2	3.4	±0.1	
E1 – E4	99	±1	6	15	34	34	12	±4	3.3	±0.1	
E5 – E9	99	±1	6	10	30	36	19	±3	3.5	±0.1	
Officers	100	±1	5	7	24	40	25	±4	3.7	±0.1	
O1 – O3	100	±1	6	7	25	40	23	±5	3.7	±0.1	
O4 – O6	99	±1	2	6	24	39	29	±5	3.9	±0.1	
BLACK	99	±1	6	10	34	32	18	±3	3.5	±0.1	
Army	99	±1	7	10	35	31	17	±5	3.4	±0.1	
Navy	99	±1	5	10	37	31	16	±4	3.4	±0.1	
Marine Corps	99	±1	6	9	35	32	18	±5	3.5	±0.1	
Air Force	99	±1	8	8	29	32	23	±4	3.5	±0.1	
Enlisted	99	±1	7	10	35	31	17	±3	3.4	±0.1	
E1 – E4	99	±1	9	13	41	24	13	±5	3.2	±0.2	
E5 – E9	99	±1	5	8	31	36	20	±3	3.6	±0.1	
Officers	99	±1	4	8	24	37	27	±4	3.8	±0.1	
O1 – O3	99	±1	4	9	25	40	23	±5	3.7	±0.1	
O4 – O6	99	±1	4	7	22	37	30	±9	3.8	±0.2	
HISPANIC	100	±1	7	10	30	32	20	±3	3.5	±0.1	
Army	99	±1	7	12	27	32	21	±4	3.5	±0.1	
Navy	100	±1	5	9	36	36	14	±5	3.5	±0.1	
Marine Corps	100	±1	8	11	34	30	17	±6	3.4	±0.2	
Air Force	100	±1	8	8	25	31	28	±6	3.6	±0.2	
Enlisted	100	±1	7	11	31	31	19	±3	3.4	±0.1	
E1 – E4	100	±1	8	13	32	28	20	±5	3.4	±0.2	
E5 – E9	100	±1	7	9	31	35	19	±3	3.5	±0.1	

Note. Percent responding are active duty members who answered the question.

41g. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	5	7	19	42	28	±6	3.8	±0.2	
O1 – O3	99	±1	7	8	23	35	27	±9	3.7	±0.2	
O4 – O6	100	±1	3	7	17	50	24	±7	3.9	±0.1	
AIAN	100	±1	9	8	39	28	16	±9	3.3	±0.2	
Army	100	±1	13	7	35	25	21	±16	3.3	±0.4	
Navy	100	±0	5	9	33	38	15	±13	3.5	±0.3	
Marine Corps	100	±1	6	12	NR	16	9	±15	3.1	±0.2	
Air Force	100	±1	5	5	NR	NR	13	±6	3.5	±0.2	
Enlisted	100	±1	10	9	41	29	11	±10	3.2	±0.2	
E1 – E4	100	±1	13	7	52	19	8	±17	3.0	±0.3	
E5 – E9	100	±1	6	10	30	40	14	±11	3.5	±0.2	
Officers	100	±1	3	4	NR	NR	NR	±4	4.0	±0.6	
O1 – O3	100	±0	5	5	NR	21	12	±17	3.3	±0.3	
O4 – O6	100	±1	2	3	NR	NR	NR	±6	NR		
ASIAN	99	±1	4	11	37	35	14	±4	3.4	±0.1	
Army	99	±1	3	14	37	31	14	±7	3.4	±0.2	
Navy	99	±1	3	9	40	35	13	±6	3.5	±0.1	
Marine Corps	99	±1	5	10	36	40	10	±15	3.4	±0.2	
Air Force	99	±1	5	10	30	40	16	±6	3.5	±0.2	
Enlisted	99	±1	4	11	38	34	13	±4	3.4	±0.1	
E1 – E4	99	±1	5	12	38	33	13	±7	3.4	±0.1	
E5 – E9	99	±1	4	10	39	35	13	±5	3.4	±0.1	
Officers	100	±1	2	10	28	41	18	±7	3.6	±0.2	
O1 – O3	100	±1	3	12	27	42	15	±10	3.5	±0.2	
O4 – O6	100	±1	2	5	32	39	22	±13	3.8	±0.2	
NHPI	99	±1	5	12	42	27	14	±10	3.3	±0.2	
Army	99	±2	3	10	49	27	11	±16	3.3	±0.3	
Navy	99	±2	13	14	36	21	16	±15	3.1	±0.4	
Marine Corps	100	±1	4	9	35	32	20	±16	3.6	±0.3	
Air Force	99	±1	7	NR	26	30	16	±8	3.3	±0.3	
Enlisted	99	±1	5	13	40	28	14	±10	3.3	±0.2	
Officers	100	±1	2	4	NR	NR	13	±14	3.4	±0.3	
TWO OR MORE RACES	100	±1	7	11	36	31	15	±6	3.4	±0.2	
Army	100	±0	7	11	36	28	17	±13	3.4	±0.3	
Navy	99	±2	6	13	34	34	12	±9	3.3	±0.3	
Marine Corps	100	±1	2	NR	NR	23	NR	±15	3.3	±0.4	
Air Force	100	±1	9	6	34	34	17	±10	3.5	±0.3	
Enlisted	100	±1	7	11	37	30	14	±7	3.3	±0.2	
E1 – E4	100	±1	11	15	40	24	11	±11	3.1	±0.3	
E5 – E9	99	±2	4	7	34	37	18	±8	3.6	±0.2	
Officers	100	±1	4	7	29	38	23	±13	3.7	±0.3	
O1 – O3	100	±0	1	8	26	42	22	±16	3.8	±0.3	
O4 – O6	100	±0	NR	4	NR	NR	NR	±4	3.5	±0.7	
COAST GUARD	100	±1	4	9	31	41	16	±3	3.6	±0.1	
White	100	±1	4	9	29	43	16	±4	3.6	±0.1	
Black	99	±1	4	9	35	34	17	±4	3.5	±0.1	
Hispanic	99	±1	5	8	36	33	18	±5	3.5	±0.1	
Other Race/Ethnicity	100	±1	2	9	31	39	19	±7	3.6	±0.2	
Enlisted	100	±1	4	9	31	40	16	±4	3.5	±0.1	
Officers	99	±1	2	6	29	45	19	±5	3.7	±0.1	
Male	100	±1	4	9	30	41	16	±3	3.6	±0.1	
Female	100	±1	3	8	36	36	17	±3	3.6	±0.1	
Not Deployed Past 12 Months	100	±1	4	9	31	42	16	±3	3.6	±0.1	
Deployed Past 12 Months	99	±1	4	9	30	38	18	±6	3.6	±0.2	

NR: Not reportable

## 41. In the past month, how often have you...

## h. Felt that you were on top of things?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	5	8	31	39	17	±2	3.5	±0.1	
Army	99	±1	6	9	32	37	16	±3	3.5	±0.1	
Navy	99	±1	4	8	35	39	14	±3	3.5	±0.1	
Marine Corps	99	±1	5	10	31	40	15	±4	3.5	±0.1	
Air Force	99	±1	4	6	26	42	21	±3	3.7	±0.1	
Enlisted	99	±1	5	9	33	38	15	±2	3.5	±0.1	
E1 – E4	99	±1	6	11	36	33	13	±3	3.4	±0.1	
E5 – E9	99	±1	4	7	30	42	17	±2	3.6	±0.1	
Officers	99	±1	3	5	25	45	23	±3	3.8	±0.1	
O1 – O3	100	±1	4	7	27	43	20	±4	3.7	±0.1	
O4 – O6	98	±2	1	3	22	47	27	±4	4.0	±0.1	
Male	99	±1	5	8	31	40	17	±2	3.6	±0.1	
Female	99	±1	2	10	36	36	15	±3	3.5	±0.1	
Not Deployed Past 12 Months	99	±1	5	8	31	40	17	±2	3.6	±0.1	
Deployed Past 12 Months	99	±1	5	9	32	38	17	±2	3.5	±0.1	
WHITE	99	±1	4	8	30	41	16	±2	3.6	±0.1	
Army	99	±1	5	9	31	39	16	±3	3.5	±0.1	
Navy	99	±1	3	9	35	40	14	±4	3.5	±0.1	
Marine Corps	99	±1	4	10	30	41	15	±5	3.5	±0.2	
Air Force	99	±1	4	6	26	44	21	±3	3.7	±0.1	
Enlisted	99	±1	5	9	32	39	15	±2	3.5	±0.1	
E1 – E4	99	±1	5	12	35	35	13	±4	3.4	±0.1	
E5 – E9	99	±1	4	7	29	44	16	±3	3.6	±0.1	
Officers	99	±1	3	4	25	45	23	±4	3.8	±0.1	
O1 – O3	100	±1	4	6	28	42	20	±5	3.7	±0.1	
O4 – O6	98	±2	1	2	22	48	27	±5	4.0	±0.1	
BLACK	98	±1	5	7	34	36	18	±3	3.6	±0.1	
Army	98	±1	6	7	35	35	17	±5	3.5	±0.1	
Navy	99	±1	4	6	37	37	16	±4	3.5	±0.1	
Marine Corps	98	±2	5	7	34	35	19	±5	3.6	±0.1	
Air Force	99	±1	5	7	29	37	22	±4	3.6	±0.1	
Enlisted	98	±1	5	7	35	35	18	±3	3.5	±0.1	
E1 – E4	99	±2	8	8	44	27	14	±5	3.3	±0.2	
E5 – E9	98	±1	4	7	30	40	20	±3	3.7	±0.1	
Officers	98	±2	2	5	25	45	24	±4	3.8	±0.1	
O1 – O3	97	±4	2	6	26	47	19	±5	3.7	±0.1	
O4 – O6	99	±1	2	5	21	44	28	±10	3.9	±0.2	
HISPANIC	99	±1	5	8	31	38	18	±3	3.6	±0.1	
Army	99	±1	5	7	31	37	19	±5	3.6	±0.1	
Navy	98	±2	6	8	35	39	13	±5	3.5	±0.2	
Marine Corps	100	±1	6	9	31	40	15	±7	3.5	±0.2	
Air Force	100	±1	4	8	24	38	26	±6	3.7	±0.2	
Enlisted	99	±1	5	8	32	37	18	±3	3.5	±0.1	
E1 – E4	99	±1	7	10	33	33	17	±5	3.4	±0.1	
E5 – E9	99	±1	4	7	30	40	18	±4	3.6	±0.1	

Note. Percent responding are active duty members who answered the question.

41h. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	3	4	18	51	24	±6	3.9	±0.1	
O1 – O3	100	±1	5	5	21	45	25	±8	3.8	±0.2	
O4 – O6	100	±1	1	4	19	51	25	±7	4.0	±0.1	
AIAN	99	±1	6	12	29	37	15	±10	3.4	±0.3	
Army	100	±1	NR	10	30	36	16	±17	3.4	±0.4	
Navy	98	±3	6	8	30	39	17	±13	3.5	±0.3	
Marine Corps	99	±2	4	NR	24	NR	10	±16	NR		
Air Force	100	±1	2	4	NR	NR	NR	±3	3.7	±0.3	
Enlisted	99	±1	7	13	32	36	13	±12	3.4	±0.3	
E1 – E4	99	±2	NR	NR	31	32	8	±15	3.1	±0.4	
E5 – E9	99	±1	3	7	32	40	18	±10	3.6	±0.2	
Officers	100	±1	2	NR	13	NR	NR	±14	NR		
O1 – O3	100	±1	3	NR	13	NR	11	±12	NR		
O4 – O6	99	±1	1	2	NR	NR	NR	±4	NR		
ASIAN	100	±1	4	9	39	37	11	±4	3.4	±0.1	
Army	99	±1	3	12	38	36	12	±7	3.4	±0.1	
Navy	100	±1	4	9	41	36	9	±5	3.4	±0.1	
Marine Corps	100	±1	5	8	35	43	10	±14	3.4	±0.2	
Air Force	99	±1	4	7	37	38	15	±6	3.5	±0.1	
Enlisted	100	±1	5	10	40	36	10	±4	3.4	±0.1	
E1 – E4	100	±1	6	13	41	30	10	±6	3.2	±0.2	
E5 – E9	100	±1	3	8	39	40	11	±5	3.5	±0.1	
Officers	99	±1	1	6	34	44	14	±8	3.6	±0.1	
O1 – O3	99	±1	2	7	36	41	14	±10	3.6	±0.2	
O4 – O6	100	±1	1	3	32	49	15	±13	3.7	±0.2	
NHPI	100	±1	6	11	34	39	9	±10	3.3	±0.2	
Army	100	±0	6	NR	35	42	5	±15	3.3	±0.3	
Navy	100	±1	12	7	39	28	13	±15	3.2	±0.4	
Marine Corps	99	±2	4	6	29	46	15	±13	3.6	±0.2	
Air Force	99	±1	4	NR	24	37	17	±10	3.5	±0.4	
Enlisted	100	±1	7	12	33	39	9	±11	3.3	±0.2	
Officers	100	±1	0	3	NR	NR	11	±13	3.7	±0.4	
TWO OR MORE RACES	99	±1	7	13	33	34	13	±6	3.3	±0.2	
Army	100	±1	11	17	35	24	14	±14	3.1	±0.4	
Navy	100	±1	5	11	30	45	9	±9	3.4	±0.2	
Marine Corps	99	±1	1	7	NR	NR	9	±8	3.4	±0.3	
Air Force	99	±3	5	12	26	39	19	±10	3.5	±0.3	
Enlisted	99	±1	8	12	35	33	12	±7	3.3	±0.2	
E1 – E4	100	±1	12	15	40	24	8	±11	3.0	±0.3	
E5 – E9	99	±2	2	9	29	43	16	±8	3.6	±0.2	
Officers	100	±1	1	16	18	43	21	±15	3.7	±0.3	
O1 – O3	100	±1	1	NR	20	41	17	±15	3.5	±0.4	
O4 – O6	100	±1	1	4	NR	NR	NR	±4	4.1	±0.4	
COAST GUARD	99	±1	3	7	30	46	14	±3	3.6	±0.1	
White	100	±1	2	7	29	48	14	±4	3.6	±0.1	
Black	99	±1	4	6	33	40	16	±4	3.6	±0.1	
Hispanic	99	±1	4	8	32	41	15	±5	3.6	±0.1	
Other Race/Ethnicity	99	±1	2	7	36	41	14	±7	3.6	±0.2	
Enlisted	99	±1	3	8	31	45	13	±4	3.6	±0.1	
Officers	99	±1	1	6	25	49	18	±4	3.8	±0.1	
Male	99	±1	3	7	30	47	14	±3	3.6	±0.1	
Female	99	±1	2	9	33	40	16	±3	3.6	±0.1	
Not Deployed Past 12 Months	99	±1	2	7	30	46	15	±3	3.6	±0.1	
Deployed Past 12 Months	100	±1	3	8	31	46	12	±6	3.6	±0.2	

NR: Not reportable



## 41. In the past month, how often have you...

## i. Been angered because of things that were outside of your control?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	12	22	38	17	10	±2	2.9	±0.1	
Army	100	±1	12	19	37	19	13	±3	3.0	±0.1	
Navy	100	±1	10	22	41	18	8	±3	2.9	±0.1	
Marine Corps	100	±1	11	21	37	17	14	±4	3.0	±0.1	
Air Force	100	±1	16	29	37	13	6	±3	2.6	±0.1	
Enlisted	100	±1	12	21	38	18	11	±2	3.0	±0.1	
E1 – E4	100	±1	13	18	36	19	15	±3	3.1	±0.1	
E5 – E9	100	±1	12	23	39	17	9	±2	2.9	±0.1	
Officers	100	±1	13	29	40	13	5	±3	2.7	±0.1	
O1 – O3	100	±1	12	26	41	14	6	±4	2.8	±0.1	
O4 – O6	100	±1	12	35	40	9	4	±4	2.6	±0.1	
Male	100	±1	13	22	37	17	10	±2	2.9	±0.1	
Female	100	±1	8	21	43	17	11	±3	3.0	±0.1	
Not Deployed Past 12 Months	100	±1	13	24	38	17	9	±2	2.9	±0.1	
Deployed Past 12 Months	100	±1	11	20	38	18	12	±2	3.0	±0.1	
WHITE	100	±1	12	22	38	18	10	±2	2.9	±0.1	
Army	100	±1	12	18	37	20	13	±3	3.0	±0.1	
Navy	100	±1	9	23	40	20	8	±4	2.9	±0.1	
Marine Corps	99	±1	10	22	36	17	15	±5	3.0	±0.2	
Air Force	100	±1	14	30	37	14	6	±3	2.7	±0.1	
Enlisted	100	±1	12	21	37	19	11	±2	3.0	±0.1	
E1 – E4	100	±1	12	18	35	21	14	±4	3.1	±0.1	
E5 – E9	100	±1	11	24	38	18	9	±3	2.9	±0.1	
Officers	100	±1	12	29	40	13	5	±4	2.7	±0.1	
O1 – O3	100	±1	12	26	41	14	6	±5	2.8	±0.1	
O4 – O6	100	±1	12	35	40	9	4	±5	2.6	±0.1	
BLACK	99	±1	14	21	40	15	9	±3	2.9	±0.1	
Army	99	±1	13	20	39	17	12	±5	2.9	±0.2	
Navy	100	±1	12	21	43	16	9	±4	2.9	±0.1	
Marine Corps	100	±1	13	19	44	17	7	±5	2.9	±0.1	
Air Force	99	±1	20	25	38	11	6	±4	2.6	±0.1	
Enlisted	99	±1	14	20	40	16	10	±3	2.9	±0.1	
E1 – E4	99	±1	15	17	38	16	13	±5	2.9	±0.2	
E5 – E9	99	±1	13	22	41	16	8	±3	2.8	±0.1	
Officers	100	±1	15	29	41	10	5	±4	2.6	±0.1	
O1 – O3	100	±1	14	27	40	14	4	±5	2.7	±0.1	
O4 – O6	100	±1	17	36	37	8	3	±6	2.4	±0.1	
HISPANIC	100	±1	14	22	36	17	11	±3	2.9	±0.1	
Army	100	±1	12	22	34	19	14	±4	3.0	±0.2	
Navy	100	±1	11	22	40	17	9	±5	2.9	±0.2	
Marine Corps	100	±1	14	19	36	18	12	±7	2.9	±0.2	
Air Force	100	±1	22	26	33	12	7	±6	2.6	±0.2	
Enlisted	100	±1	14	21	35	17	12	±3	2.9	±0.1	
E1 – E4	100	±1	15	19	33	18	14	±5	3.0	±0.2	
E5 – E9	100	±1	14	23	37	17	9	±3	2.9	±0.1	

Note. Percent responding are active duty members who answered the question.

41i. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	11	33	39	13	4	±6	2.7	±0.1	
O1 – O3	99	±1	11	30	40	15	4	±8	2.7	±0.2	
O4 – O6	100	±1	11	30	42	13	5	±8	2.7	±0.2	
AIAN	100	±1	10	24	33	22	12	±10	3.0	±0.2	
Army	100	±1	9	23	23	32	13	±16	3.2	±0.4	
Navy	100	±0	12	21	36	16	15	±13	3.0	±0.3	
Marine Corps	100	±0	7	NR	NR	11	14	±16	2.9	±0.5	
Air Force	99	±1	11	25	NR	10	3	±17	2.7	±0.2	
Enlisted	100	±1	10	21	32	22	14	±10	3.1	±0.3	
E1 – E4	100	±1	11	NR	30	23	15	±16	3.1	±0.4	
E5 – E9	100	±1	10	21	36	22	12	±11	3.1	±0.2	
Officers	99	±1	5	NR	NR	NR	2	±5	2.7	±0.5	
O1 – O3	99	±1	8	14	NR	NR	3	±13	3.0	±0.4	
O4 – O6	99	±1	4	NR	NR	2	1	±6	NR		
ASIAN	100	±1	9	23	45	17	6	±4	2.9	±0.1	
Army	99	±1	7	20	42	21	9	±8	3.0	±0.2	
Navy	100	±1	9	23	46	17	4	±5	2.9	±0.1	
Marine Corps	100	±1	13	16	49	15	8	±15	2.9	±0.3	
Air Force	100	±1	12	29	45	10	4	±6	2.6	±0.1	
Enlisted	99	±1	8	23	45	17	7	±4	2.9	±0.1	
E1 – E4	99	±1	10	21	40	20	9	±7	3.0	±0.2	
E5 – E9	100	±1	7	24	49	16	5	±5	2.9	±0.1	
Officers	100	±1	15	24	44	13	3	±8	2.6	±0.2	
O1 – O3	100	±1	16	23	42	15	4	±12	2.7	±0.3	
O4 – O6	100	±1	15	26	48	10	2	±11	2.6	±0.2	
NHPI	99	±1	9	18	49	16	8	±10	3.0	±0.2	
Army	99	±2	NR	13	56	17	6	±15	3.0	±0.3	
Navy	100	±1	8	19	42	18	12	±14	3.1	±0.3	
Marine Corps	100	±0	7	15	37	20	NR	±11	3.3	±0.4	
Air Force	100	±1	14	34	37	10	5	±16	2.6	±0.2	
Enlisted	99	±1	10	18	48	17	8	±10	3.0	±0.2	
Officers	100	±0	4	16	NR	4	5	±16	2.9	±0.2	
TWO OR MORE RACES	100	±1	10	21	36	16	17	±7	3.1	±0.2	
Army	100	±1	7	20	34	15	24	±14	3.3	±0.4	
Navy	100	±1	9	19	40	18	13	±9	3.1	±0.3	
Marine Corps	100	±1	4	17	NR	NR	NR	±15	3.5	±0.5	
Air Force	100	±1	17	25	37	12	9	±11	2.7	±0.3	
Enlisted	100	±1	9	21	36	16	19	±7	3.2	±0.2	
E1 – E4	100	±1	8	15	35	16	26	±12	3.4	±0.3	
E5 – E9	100	±1	10	27	37	16	10	±8	2.9	±0.2	
Officers	100	±1	15	22	37	17	8	±12	2.8	±0.3	
O1 – O3	100	±1	13	21	35	22	NR	±16	2.9	±0.4	
O4 – O6	100	±1	NR	NR	NR	5	NR	±4	2.5	±0.7	
COAST GUARD	100	±1	9	27	43	15	5	±3	2.8	±0.1	
White	100	±1	9	27	44	15	5	±4	2.8	±0.1	
Black	100	±1	12	26	44	14	6	±4	2.8	±0.1	
Hispanic	100	±1	11	27	39	17	6	±5	2.8	±0.1	
Other Race/Ethnicity	100	±1	8	25	48	15	5	±7	2.9	±0.1	
Enlisted	100	±1	10	25	44	15	6	±4	2.8	±0.1	
Officers	100	±1	9	32	43	12	3	±5	2.7	±0.1	
Male	100	±1	10	27	43	14	5	±3	2.8	±0.1	
Female	100	±1	8	23	44	18	7	±3	2.9	±0.1	
Not Deployed Past 12 Months	100	±1	10	29	43	14	5	±3	2.8	±0.1	
Deployed Past 12 Months	100	±1	8	20	47	19	6	±6	2.9	±0.2	

NR: Not reportable

## 41. In the past month, how often have you...

## j. Felt difficulties were piling up so high that you could not overcome them?

1. Never  
4. Fairly often

2. Almost never  
5. Very often

3. Sometimes














































	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	33	32	25	7	4	±2	2.2	±0.1	
Army	100	±1	32	30	26	7	4	±2	2.2	±0.1	
Navy	100	±1	27	33	28	7	4	±3	2.3	±0.1	
Marine Corps	100	±1	30	32	26	8	5	±4	2.3	±0.1	
Air Force	100	±1	42	32	19	5	2	±3	1.9	±0.1	
Enlisted	100	±1	32	31	26	7	4	±2	2.2	±0.1	
E1 – E4	100	±1	28	29	29	9	6	±3	2.4	±0.1	
E5 – E9	100	±1	35	33	24	6	3	±2	2.1	±0.1	
Officers	100	±1	40	35	19	4	2	±3	1.9	±0.1	
O1 – O3	100	±1	39	34	19	6	2	±4	2.0	±0.1	
O4 – O6	100	±1	41	35	19	3	2	±4	1.9	±0.1	
Male	100	±1	34	32	24	7	3	±2	2.1	±0.1	
Female	100	±1	29	30	28	8	5	±3	2.3	±0.1	
Not Deployed Past 12 Months	100	±1	33	32	25	7	4	±2	2.2	±0.1	
Deployed Past 12 Months	100	±1	33	31	25	7	4	±2	2.2	±0.1	
WHITE	100	±1	33	33	24	7	3	±2	2.1	±0.1	
Army	100	±1	33	32	25	7	4	±3	2.2	±0.1	
Navy	100	±1	28	34	26	8	4	±4	2.2	±0.1	
Marine Corps	100	±1	29	33	25	8	5	±5	2.3	±0.2	
Air Force	100	±1	42	32	19	5	2	±3	1.9	±0.1	
Enlisted	100	±1	32	32	25	7	4	±2	2.2	±0.1	
E1 – E4	100	±1	27	30	28	9	5	±4	2.3	±0.1	
E5 – E9	100	±1	36	33	21	6	3	±3	2.1	±0.1	
Officers	100	±1	40	35	19	5	2	±4	1.9	±0.1	
O1 – O3	100	±1	40	34	18	6	2	±5	1.9	±0.1	
O4 – O6	100	±1	41	36	19	3	2	±5	1.9	±0.1	
BLACK	100	±1	34	30	26	7	4	±3	2.2	±0.1	
Army	100	±1	33	29	27	7	4	±4	2.2	±0.1	
Navy	100	±1	29	33	27	7	4	±4	2.3	±0.1	
Marine Corps	99	±1	32	29	29	7	3	±5	2.2	±0.1	
Air Force	100	±1	43	29	22	5	2	±4	1.9	±0.1	
Enlisted	100	±1	33	29	27	7	4	±3	2.2	±0.1	
E1 – E4	99	±1	28	26	32	8	6	±5	2.4	±0.2	
E5 – E9	100	±1	36	31	25	6	2	±3	2.1	±0.1	
Officers	100	±1	42	36	16	4	3	±4	1.9	±0.1	
O1 – O3	100	±1	42	33	19	6	1	±5	1.9	±0.1	
O4 – O6	100	±1	47	38	11	3	1	±6	1.7	±0.1	
HISPANIC	100	±1	34	31	24	7	4	±3	2.2	±0.1	
Army	100	±1	35	30	23	8	4	±5	2.2	±0.1	
Navy	100	±1	25	36	29	6	5	±5	2.3	±0.2	
Marine Corps	100	±1	33	30	26	7	5	±8	2.2	±0.2	
Air Force	100	±1	45	27	20	5	3	±6	1.9	±0.2	
Enlisted	100	±1	33	30	25	7	4	±3	2.2	±0.1	
E1 – E4	100	±1	33	27	26	8	6	±5	2.3	±0.2	
E5 – E9	100	±1	34	33	24	6	3	±3	2.1	±0.1	

Note. Percent responding are active duty members who answered the question.

41j. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	100	±1	42	35	18	3	2	±6	1.9	±0.1	
O1 – O3	100	±1	36	41	17	3	3	±8	2.0	±0.2	
O4 – O6	100	±0	43	32	19	4	2	±8	1.9	±0.2	
AIAN	100	±1	31	25	27	9	7	±11	2.3	±0.3	
Army	100	±1	36	16	35	5	NR	±15	2.4	±0.5	
Navy	100	±1	29	32	22	8	10	±15	2.4	±0.4	
Marine Corps	100	±0	21	NR	26	NR	2	±18	NR		
Air Force	100	±1	35	NR	15	3	1	±17	1.9	±0.2	
Enlisted	100	±1	26	28	28	11	8	±12	2.5	±0.3	
E1 – E4	100	±1	23	20	32	NR	NR	±14	2.7	±0.4	
E5 – E9	100	±1	29	36	24	6	6	±10	2.2	±0.3	
Officers	100	±1	NR	12	NR	2	1	±9	1.7	±0.5	
O1 – O3	100	±1	NR	17	NR	1	1	±15	NR		
O4 – O6	100	±1	NR	8	NR	2	0	±11	NR		
ASIAN	100	±1	21	32	38	7	3	±4	2.4	±0.1	
Army	100	±1	19	32	36	8	5	±7	2.5	±0.2	
Navy	99	±1	16	29	45	7	3	±5	2.5	±0.1	
Marine Corps	99	±1	22	28	40	6	4	±14	2.4	±0.3	
Air Force	100	±1	31	37	26	5	2	±7	2.1	±0.1	
Enlisted	100	±1	19	31	39	7	3	±4	2.4	±0.1	
E1 – E4	100	±1	20	29	39	7	5	±7	2.5	±0.1	
E5 – E9	99	±1	18	33	39	7	3	±5	2.4	±0.1	
Officers	100	±1	30	33	31	5	2	±8	2.2	±0.2	
O1 – O3	100	±1	30	33	29	6	2	±11	2.2	±0.3	
O4 – O6	100	±1	29	31	35	3	1	±14	2.2	±0.2	
NHPI	100	±1	18	27	41	9	5	±10	2.6	±0.2	
Army	100	±0	13	24	49	11	3	±15	2.7	±0.3	
Navy	100	±0	24	23	37	9	NR	±15	2.5	±0.4	
Marine Corps	100	±0	21	26	34	8	NR	±14	2.6	±0.4	
Air Force	100	±1	27	43	21	4	4	±13	2.1	±0.1	
Enlisted	100	±1	18	28	40	10	5	±10	2.6	±0.2	
Officers	100	±0	13	NR	NR	2	1	±14	2.5	±0.4	
TWO OR MORE RACES	100	±1	32	28	24	9	7	±6	2.3	±0.2	
Army	100	±0	30	23	27	14	NR	±12	2.4	±0.4	
Navy	100	±0	30	28	26	6	10	±10	2.4	±0.3	
Marine Corps	100	±0	NR	NR	NR	3	NR	±4	2.3	±0.5	
Air Force	100	±1	38	34	18	7	3	±11	2.0	±0.3	
Enlisted	100	±1	31	27	24	10	8	±7	2.4	±0.2	
E1 – E4	100	±1	30	20	24	14	11	±11	2.6	±0.4	
E5 – E9	100	±1	32	35	25	5	3	±8	2.1	±0.2	
Officers	100	±0	33	36	26	2	4	±13	2.1	±0.3	
O1 – O3	100	±0	33	40	25	2	1	±16	2.0	±0.3	
O4 – O6	100	±0	NR	NR	NR	2	NR	±3	2.2	±0.7	
COAST GUARD	100	±1	29	37	26	6	2	±3	2.2	±0.1	
White	100	±1	29	38	26	6	2	±4	2.1	±0.1	
Black	100	±0	31	34	26	6	2	±4	2.1	±0.1	
Hispanic	100	±1	27	37	26	7	3	±5	2.2	±0.1	
Other Race/Ethnicity	100	±1	26	34	32	5	3	±6	2.2	±0.2	
Enlisted	100	±1	28	37	27	6	2	±4	2.2	±0.1	
Officers	100	±1	30	40	22	5	2	±4	2.1	±0.1	
Male	100	±1	29	38	26	5	2	±3	2.1	±0.1	
Female	100	±1	28	34	25	8	5	±3	2.3	±0.1	
Not Deployed Past 12 Months	100	±1	29	38	26	6	2	±3	2.1	±0.1	
Deployed Past 12 Months	100	±1	28	35	26	6	4	±6	2.2	±0.2	

NR: Not reportable

41. Perceived Stress scale: Constructed from Q41. Perceived Stress can be defined as Service members' stress levels, measured by emotional experiences/reactions in the month prior to taking the survey.

	Percent Responding		Mean	Max ME	Perceived Stress
<b>TOTAL DOD</b>	97	±1	15.2	±0.2	
Army	97	±1	15.9	±0.4	
Navy	97	±1	15.8	±0.3	
Marine Corps	97	±2	16.0	±0.6	
Air Force	97	±1	13.1	±0.3	
Enlisted	97	±1	15.7	±0.2	
E1 – E4	97	±1	17.0	±0.4	
E5 – E9	97	±1	14.6	±0.3	
Officers	97	±1	12.9	±0.4	
O1 – O3	98	±1	13.6	±0.5	
O4 – O6	96	±2	11.8	±0.5	
Male	97	±1	15.1	±0.2	
Female	96	±1	16.3	±0.4	
Not Deployed Past 12 Months	97	±1	15.1	±0.3	
Deployed Past 12 Months	97	±1	15.5	±0.3	
<b>WHITE</b>	97	±1	15.0	±0.3	
Army	97	±1	15.7	±0.5	
Navy	97	±2	15.6	±0.5	
Marine Corps	98	±2	16.0	±0.8	
Air Force	97	±1	12.9	±0.4	
Enlisted	97	±1	15.6	±0.3	
E1 – E4	98	±1	16.8	±0.5	
E5 – E9	97	±1	14.4	±0.4	
Officers	97	±1	12.8	±0.5	
O1 – O3	98	±2	13.5	±0.6	
O4 – O6	96	±2	11.8	±0.6	
<b>BLACK</b>	95	±1	15.3	±0.4	
Army	94	±2	15.8	±0.7	
Navy	97	±2	15.6	±0.6	
Marine Corps	95	±3	15.4	±0.6	
Air Force	96	±2	13.4	±0.6	
Enlisted	95	±2	15.5	±0.4	
E1 – E4	95	±3	17.2	±0.7	
E5 – E9	95	±2	14.5	±0.4	
Officers	94	±3	12.7	±0.6	
O1 – O3	94	±4	13.4	±0.7	
O4 – O6	94	±2	11.4	±0.7	
<b>HISPANIC</b>	97	±1	15.2	±0.4	
Army	97	±2	15.6	±0.6	
Navy	96	±2	15.9	±0.8	
Marine Corps	98	±1	15.8	±0.8	
Air Force	98	±2	12.9	±0.9	
Enlisted	97	±1	15.5	±0.4	
E1 – E4	97	±2	16.2	±0.7	
E5 – E9	97	±2	14.8	±0.5	

Note. Percent responding are active duty members who answered the question. The scale ranges from 0 to 40. A higher score indicates a higher level of stress. Cronbach's coefficient alpha = 0.85.

41. Continued	Percent Responding		Mean	Max ME	Perceived Stress
Officers	98	±1	12.5	±0.7	
O1 – O3	97	±2	13.0	±0.9	
O4 – O6	97	±2	12.3	±0.7	
AIAN	98	±2	16.8	±1.9	
Army	99	±1	17.2	±3.5	
Navy	95	±4	16.6	±1.2	
Marine Corps	98	±2	18.4	±3.6	
Air Force	98	±2	13.6	±2.1	
Enlisted	97	±2	17.6	±1.8	
E1 – E4	97	±2	19.4	±2.8	
E5 – E9	97	±2	15.6	±1.1	
Officers	99	±1	NR		
O1 – O3	99	±2	NR		
O4 – O6	99	±2	NR		
ASIAN	97	±1	16.3	±0.4	
Army	96	±2	17.3	±1.0	
Navy	97	±2	16.7	±0.6	
Marine Corps	98	±2	16.4	±1.2	
Air Force	97	±1	14.3	±0.7	
Enlisted	97	±1	16.8	±0.5	
E1 – E4	97	±2	17.5	±0.8	
E5 – E9	97	±2	16.3	±0.5	
Officers	98	±1	14.3	±1.1	
O1 – O3	98	±2	14.9	±1.5	
O4 – O6	98	±2	13.2	±1.3	
NHPI	98	±2	17.6	±1.4	
Army	98	±2	18.3	±2.3	
Navy	98	±3	18.5	±2.5	
Marine Corps	97	±3	16.7	±1.9	
Air Force	97	±2	14.4	±1.0	
Enlisted	98	±2	17.8	±1.5	
Officers	97	±4	14.8	±1.4	
TWO OR MORE RACES	98	±2	16.8	±1.1	
Army	100	±1	18.2	±2.4	
Navy	98	±2	17.1	±1.8	
Marine Corps	98	±2	18.1	±2.3	
Air Force	96	±4	14.1	±1.4	
Enlisted	98	±2	17.2	±1.3	
E1 – E4	99	±1	19.3	±2.0	
E5 – E9	97	±3	14.8	±1.0	
Officers	99	±1	14.2	±1.6	
O1 – O3	99	±1	14.5	±2.0	
O4 – O6	98	±2	13.5	±2.6	
COAST GUARD	97	±1	14.6	±0.4	
White	97	±2	14.5	±0.5	
Black	97	±2	14.7	±0.5	
Hispanic	96	±2	15.1	±0.6	
Other Race/Ethnicity	96	±3	14.9	±0.8	
Enlisted	97	±2	14.9	±0.4	
Officers	97	±2	13.5	±0.5	
Male	97	±2	14.4	±0.4	
Female	97	±1	15.7	±0.4	
Not Deployed Past 12 Months	97	±2	14.4	±0.4	
Deployed Past 12 Months	97	±2	15.3	±0.8	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

a. Repeated, disturbing memories, thoughts, or images of a stressful military experience?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	68	17	9	5	2	±2	1.6	±0.1	
Army	99	±1	58	21	11	7	2	±3	1.7	±0.1	
Navy	99	±1	69	17	9	3	2	±3	1.5	±0.1	
Marine Corps	99	±1	67	19	7	6	2	±4	1.6	±0.1	
Air Force	100	±1	83	11	5	1	1	±2	1.3	±0.1	
Enlisted	99	±1	66	17	9	5	2	±2	1.6	±0.1	
E1 – E4	99	±1	66	16	9	6	3	±3	1.6	±0.1	
E5 – E9	99	±1	66	19	9	4	1	±2	1.6	±0.1	
Officers	100	±1	75	17	5	2	1	±3	1.4	±0.1	
O1 – O3	99	±1	76	18	4	2	1	±4	1.3	±0.1	
O4 – O6	100	±1	75	17	5	2	1	±4	1.4	±0.1	
Male	99	±1	67	18	9	5	2	±2	1.6	±0.1	
Female	99	±1	72	14	8	4	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	72	15	7	3	2	±2	1.5	±0.1	
Deployed Past 12 Months	100	±1	61	20	10	6	2	±2	1.7	±0.1	
WHITE	99	±1	69	17	8	4	2	±2	1.5	±0.1	
Army	100	±1	60	20	11	7	3	±3	1.7	±0.1	
Navy	99	±1	72	16	8	2	2	±4	1.5	±0.1	
Marine Corps	99	±1	66	21	6	6	2	±5	1.6	±0.1	
Air Force	100	±1	83	10	5	1	0	±3	1.3	±0.1	
Enlisted	99	±1	68	17	8	5	2	±2	1.6	±0.1	
E1 – E4	100	±1	67	15	8	6	3	±4	1.6	±0.1	
E5 – E9	99	±1	68	18	8	4	1	±3	1.5	±0.1	
Officers	100	±1	76	17	5	2	0	±3	1.3	±0.1	
O1 – O3	99	±1	76	18	4	2	1	±5	1.3	±0.1	
O4 – O6	100	±1	76	17	5	2	0	±4	1.3	±0.1	
BLACK	99	±1	66	17	11	5	2	±3	1.6	±0.1	
Army	99	±2	59	20	13	7	2	±5	1.7	±0.1	
Navy	100	±1	66	18	10	4	2	±4	1.6	±0.1	
Marine Corps	99	±1	67	14	12	4	2	±5	1.6	±0.2	
Air Force	100	±1	81	11	5	2	1	±4	1.3	±0.1	
Enlisted	99	±1	65	17	11	5	2	±3	1.6	±0.1	
E1 – E4	99	±2	63	16	14	5	2	±5	1.7	±0.2	
E5 – E9	100	±1	66	18	10	5	1	±3	1.6	±0.1	
Officers	99	±1	75	15	6	2	2	±4	1.4	±0.1	
O1 – O3	99	±2	73	17	6	3	2	±5	1.4	±0.1	
O4 – O6	99	±1	77	15	6	2	1	±4	1.4	±0.1	
HISPANIC	100	±1	67	17	9	5	2	±3	1.6	±0.1	
Army	100	±1	56	24	11	7	3	±5	1.8	±0.1	
Navy	99	±1	70	13	11	5	1	±5	1.5	±0.2	
Marine Corps	100	±1	72	14	8	4	2	±6	1.5	±0.2	
Air Force	100	±1	83	11	4	1	1	±5	1.3	±0.1	
Enlisted	100	±1	67	17	9	5	2	±3	1.6	±0.1	
E1 – E4	100	±1	69	14	9	6	2	±5	1.6	±0.1	
E5 – E9	100	±1	64	20	10	4	2	±3	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

42a. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	72	15	7	5	1	±6	1.5	±0.2	
O1 – O3	100	±1	75	13	8	2	1	±7	1.4	±0.2	
O4 – O6	100	±1	69	19	5	7	1	±8	1.5	±0.2	
AIAN	100	±1	52	19	14	11	NR	±11	2.0	±0.3	
Army	100	±1	50	23	12	8	NR	±14	2.0	±0.5	
Navy	99	±2	53	26	8	11	2	±16	1.8	±0.3	
Marine Corps	100	±1	NR	9	NR	NR	1	±7	NR		
Air Force	100	±1	NR	9	NR	2	1	±5	1.6	±0.5	
Enlisted	100	±1	53	20	14	12	1	±13	1.9	±0.3	
E1 – E4	99	±1	57	13	14	NR	1	±16	1.9	±0.5	
E5 – E9	100	±1	48	27	14	10	2	±12	1.9	±0.3	
Officers	100	±1	NR	NR	NR	2	NR	±3	NR		
O1 – O3	100	±0	NR	NR	6	3	1	±6	1.5	±0.4	
O4 – O6	100	±1	NR	5	NR	2	NR	±8	NR		
ASIAN	99	±1	59	22	11	5	2	±4	1.7	±0.1	
Army	99	±1	51	24	14	8	4	±9	1.9	±0.2	
Navy	99	±1	55	23	15	5	2	±5	1.8	±0.1	
Marine Corps	100	±1	61	29	6	2	2	±16	1.6	±0.2	
Air Force	99	±1	78	15	5	1	1	±6	1.3	±0.1	
Enlisted	99	±1	56	23	13	6	2	±4	1.7	±0.1	
E1 – E4	99	±1	59	21	10	8	3	±8	1.7	±0.2	
E5 – E9	100	±1	55	25	15	4	1	±5	1.7	±0.1	
Officers	100	±1	72	19	5	1	2	±9	1.4	±0.2	
O1 – O3	100	±1	75	16	5	1	NR	±9	1.4	±0.3	
O4 – O6	100	±1	69	26	4	1	1	±13	1.4	±0.2	
NHPI	100	±1	51	25	12	7	4	±10	1.9	±0.3	
Army	100	±0	39	34	13	9	5	±15	2.1	±0.4	
Navy	100	±1	54	14	NR	5	NR	±14	1.9	±0.4	
Marine Corps	99	±3	66	14	10	NR	0	±14	1.7	±0.4	
Air Force	100	±1	84	10	4	1	1	±5	1.3	±0.1	
Enlisted	100	±1	51	24	13	7	5	±10	1.9	±0.3	
Officers	100	±0	NR	NR	3	0	NR	±5	NR		
TWO OR MORE RACES	100	±1	64	20	8	6	2	±6	1.6	±0.2	
Army	100	±1	52	30	10	8	0	±13	1.8	±0.3	
Navy	100	±1	67	16	6	5	5	±9	1.7	±0.3	
Marine Corps	97	±5	NR	NR	7	NR	3	±11	1.9	±0.5	
Air Force	100	±1	83	9	7	2	0	±7	1.3	±0.2	
Enlisted	99	±1	63	19	9	7	2	±7	1.7	±0.2	
E1 – E4	99	±2	64	17	7	10	3	±11	1.7	±0.3	
E5 – E9	100	±1	63	22	11	4	1	±8	1.6	±0.2	
Officers	100	±1	73	20	3	1	3	±12	1.4	±0.2	
O1 – O3	100	±1	72	24	3	1	0	±16	1.4	±0.2	
O4 – O6	100	±0	NR	9	3	2	NR	±6	1.6	±0.7	
COAST GUARD	100	±1	79	12	6	3	1	±3	1.3	±0.1	
White	100	±1	81	11	6	2	0	±3	1.3	±0.1	
Black	100	±1	74	16	6	3	1	±3	1.4	±0.1	
Hispanic	99	±1	72	14	8	4	1	±5	1.5	±0.1	
Other Race/Ethnicity	100	±1	72	16	8	2	1	±6	1.4	±0.1	
Enlisted	100	±1	78	12	7	3	1	±3	1.4	±0.1	
Officers	100	±1	81	13	5	1	0	±4	1.3	±0.1	
Male	100	±1	79	12	6	2	0	±3	1.3	±0.1	
Female	100	±1	78	12	6	4	1	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	79	12	6	3	0	±3	1.3	±0.1	
Deployed Past 12 Months	100	±1	76	12	9	2	1	±6	1.4	±0.1	

NR: Not reportable



42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

b. Repeated, disturbing dreams of a stressful military experience?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	74	13	8	4	1	±2	1.5	±0.1	
Army	99	±1	66	17	10	6	2	±2	1.6	±0.1	
Navy	99	±1	76	13	7	3	1	±2	1.4	±0.1	
Marine Corps	99	±1	71	15	8	4	2	±4	1.5	±0.1	
Air Force	100	±1	87	8	4	1	0	±2	1.2	±0.1	
Enlisted	99	±1	73	14	8	4	2	±2	1.5	±0.1	
E1 – E4	99	±1	72	12	10	4	2	±3	1.5	±0.1	
E5 – E9	99	±1	73	15	7	4	1	±2	1.5	±0.1	
Officers	100	±1	80	13	4	2	1	±3	1.3	±0.1	
O1 – O3	100	±1	80	14	4	2	0	±4	1.3	±0.1	
O4 – O6	100	±1	81	12	4	1	1	±3	1.3	±0.1	
Male	99	±1	73	14	8	4	2	±2	1.5	±0.1	
Female	100	±1	77	11	7	3	1	±3	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	77	12	7	3	1	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	68	16	9	5	2	±2	1.6	±0.1	
WHITE	99	±1	75	13	7	3	1	±2	1.4	±0.1	
Army	99	±1	67	15	9	6	2	±3	1.6	±0.1	
Navy	99	±1	77	13	6	2	1	±3	1.4	±0.1	
Marine Corps	100	±1	72	16	8	3	1	±5	1.5	±0.1	
Air Force	99	±1	87	8	4	1	0	±3	1.2	±0.1	
Enlisted	99	±1	74	13	8	4	2	±2	1.5	±0.1	
E1 – E4	100	±1	73	11	9	5	2	±3	1.5	±0.1	
E5 – E9	99	±1	75	15	7	3	1	±3	1.4	±0.1	
Officers	100	±1	81	13	4	2	0	±3	1.3	±0.1	
O1 – O3	100	±1	80	14	3	2	0	±4	1.3	±0.1	
O4 – O6	100	±1	83	12	4	1	0	±4	1.2	±0.1	
BLACK	99	±1	73	12	10	4	1	±3	1.5	±0.1	
Army	99	±2	68	15	12	5	1	±5	1.6	±0.1	
Navy	100	±1	75	12	10	3	1	±4	1.4	±0.1	
Marine Corps	99	±1	70	15	10	4	1	±6	1.5	±0.2	
Air Force	100	±1	85	8	5	2	1	±3	1.3	±0.1	
Enlisted	99	±1	72	13	10	4	1	±3	1.5	±0.1	
E1 – E4	98	±2	72	10	15	2	2	±5	1.5	±0.1	
E5 – E9	100	±1	73	14	8	5	1	±3	1.5	±0.1	
Officers	100	±1	83	10	4	2	1	±3	1.3	±0.1	
O1 – O3	100	±1	79	11	6	2	1	±4	1.3	±0.1	
O4 – O6	99	±1	86	8	4	0	1	±3	1.2	±0.1	
HISPANIC	100	±1	73	14	8	3	2	±3	1.5	±0.1	
Army	100	±1	62	19	10	6	2	±4	1.7	±0.1	
Navy	99	±1	78	11	9	1	1	±5	1.4	±0.1	
Marine Corps	99	±1	75	14	6	3	2	±6	1.4	±0.2	
Air Force	100	±1	88	8	3	1	1	±4	1.2	±0.1	
Enlisted	100	±1	73	14	8	3	2	±3	1.5	±0.1	
E1 – E4	100	±1	74	14	6	4	2	±5	1.5	±0.1	
E5 – E9	100	±1	71	15	9	3	2	±3	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

42b. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	76	14	6	3	1	±6	1.4	±0.1	
O1 – O3	100	±1	79	12	7	2	0	±7	1.3	±0.1	
O4 – O6	99	±1	75	14	5	5	1	±8	1.4	±0.2	
AIAN	100	±1	57	20	13	7	NR	±13	1.8	±0.3	
Army	99	±1	54	22	13	3	NR	±14	1.9	±0.5	
Navy	99	±2	63	19	14	2	1	±15	1.6	±0.3	
Marine Corps	100	±1	NR	10	NR	NR	1	±8	NR		
Air Force	100	±1	NR	NR	2	1	0	±2	1.3	±0.2	
Enlisted	100	±1	59	20	13	8	1	±15	1.7	±0.3	
E1 – E4	99	±1	63	10	13	NR	0	±17	1.8	±0.5	
E5 – E9	100	±1	55	30	12	2	1	±12	1.7	±0.2	
Officers	100	±1	NR	NR	NR	1	NR	±2	NR		
O1 – O3	100	±0	NR	NR	5	3	1	±5	1.5	±0.4	
O4 – O6	100	±1	NR	NR	NR	0	NR	±2	NR		
ASIAN	99	±1	67	17	11	4	1	±4	1.6	±0.1	
Army	99	±2	59	21	13	5	3	±8	1.7	±0.2	
Navy	100	±1	65	18	11	4	1	±5	1.6	±0.1	
Marine Corps	99	±1	67	16	NR	2	2	±15	1.5	±0.3	
Air Force	100	±1	81	12	6	1	0	±6	1.3	±0.1	
Enlisted	99	±1	65	17	12	4	2	±4	1.6	±0.1	
E1 – E4	100	±1	64	18	14	2	3	±9	1.6	±0.2	
E5 – E9	99	±2	65	17	12	5	1	±4	1.6	±0.1	
Officers	100	±1	77	16	3	3	0	±8	1.3	±0.2	
O1 – O3	100	±1	78	16	2	NR	0	±9	1.3	±0.2	
O4 – O6	100	±1	76	19	4	1	1	±15	1.3	±0.2	
NHPI	100	±1	53	28	10	5	5	±11	1.8	±0.2	
Army	100	±0	40	38	9	7	6	±16	2.0	±0.3	
Navy	99	±1	56	16	NR	3	NR	±15	1.9	±0.4	
Marine Corps	99	±3	70	21	6	2	0	±16	1.4	±0.2	
Air Force	99	±1	89	7	2	1	1	±4	1.2	±0.1	
Enlisted	100	±1	51	29	10	5	5	±11	1.8	±0.3	
Officers	100	±0	88	10	2	NR	NR	±14	1.1	±0.2	
TWO OR MORE RACES	99	±2	73	15	6	4	2	±6	1.5	±0.2	
Army	97	±5	65	25	6	3	0	±13	1.5	±0.2	
Navy	100	±1	72	12	4	7	4	±9	1.6	±0.3	
Marine Corps	97	±5	NR	8	NR	NR	NR	±6	1.9	±0.6	
Air Force	100	±1	90	7	3	0	0	±6	1.1	±0.1	
Enlisted	98	±2	72	15	7	4	2	±7	1.5	±0.2	
E1 – E4	99	±2	72	12	8	4	3	±11	1.5	±0.3	
E5 – E9	97	±4	72	18	6	4	0	±8	1.4	±0.2	
Officers	100	±1	76	16	2	3	NR	±12	1.4	±0.3	
O1 – O3	100	±1	81	12	2	NR	0	±14	1.3	±0.3	
O4 – O6	100	±0	NR	NR	2	2	NR	±3	1.7	±0.7	
COAST GUARD	100	±1	84	9	5	2	0	±2	1.3	±0.1	
White	100	±1	86	8	4	2	0	±3	1.2	±0.1	
Black	99	±1	83	11	5	2	0	±3	1.3	±0.1	
Hispanic	99	±1	77	12	6	3	1	±5	1.4	±0.1	
Other Race/Ethnicity	100	±0	79	11	7	2	1	±5	1.3	±0.1	
Enlisted	100	±1	83	9	5	2	0	±3	1.3	±0.1	
Officers	100	±1	87	10	2	1	0	±3	1.2	±0.1	
Male	100	±1	84	9	5	2	0	±3	1.3	±0.1	
Female	100	±1	84	9	4	2	0	±3	1.3	±0.1	
Not Deployed Past 12 Months	100	±1	85	9	5	2	0	±3	1.2	±0.1	
Deployed Past 12 Months	99	±1	81	10	6	3	1	±6	1.3	±0.1	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

c. Suddenly acting or feeling as if a stressful military experience were happening again (as if you were reliving it)?




















































1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	77	12	7	3	1	±2	1.4	±0.1	
Army	99	±1	71	15	9	4	2	±2	1.5	±0.1	
Navy	99	±1	77	11	8	2	2	±2	1.4	±0.1	
Marine Corps	99	±1	76	12	7	3	2	±4	1.4	±0.1	
Air Force	99	±1	89	7	3	1	0	±2	1.2	±0.1	
Enlisted	99	±1	75	12	8	3	2	±2	1.4	±0.1	
E1 – E4	99	±1	73	11	9	4	2	±3	1.5	±0.1	
E5 – E9	99	±1	77	13	7	3	1	±2	1.4	±0.1	
Officers	99	±1	87	9	3	1	0	±2	1.2	±0.1	
O1 – O3	99	±1	87	10	2	1	0	±3	1.2	±0.1	
O4 – O6	99	±1	88	9	3	1	0	±3	1.2	±0.1	
Male	99	±1	77	12	7	3	1	±2	1.4	±0.1	
Female	99	±1	79	9	7	3	1	±3	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	81	10	6	2	1	±2	1.3	±0.1	
Deployed Past 12 Months	99	±1	71	15	8	4	2	±2	1.5	±0.1	
WHITE	99	±1	80	10	6	3	1	±2	1.4	±0.1	
Army	99	±1	73	13	8	4	1	±3	1.5	±0.1	
Navy	99	±1	80	9	7	2	1	±3	1.3	±0.1	
Marine Corps	99	±1	77	12	6	3	2	±5	1.4	±0.1	
Air Force	100	±1	89	6	3	1	0	±2	1.2	±0.1	
Enlisted	99	±1	77	11	7	3	1	±2	1.4	±0.1	
E1 – E4	99	±1	75	11	9	4	2	±3	1.5	±0.1	
E5 – E9	99	±1	80	11	6	2	1	±2	1.3	±0.1	
Officers	100	±1	88	9	2	1	0	±3	1.2	±0.1	
O1 – O3	100	±1	88	9	2	1	0	±4	1.2	±0.1	
O4 – O6	99	±1	89	8	3	0	0	±3	1.1	±0.1	
BLACK	99	±1	74	13	9	3	1	±3	1.5	±0.1	
Army	98	±2	69	15	11	4	1	±5	1.5	±0.1	
Navy	99	±1	74	12	10	3	1	±4	1.5	±0.1	
Marine Corps	98	±2	74	11	10	4	2	±6	1.5	±0.1	
Air Force	99	±1	84	8	5	2	1	±4	1.3	±0.1	
Enlisted	99	±1	72	13	10	3	1	±3	1.5	±0.1	
E1 – E4	98	±2	69	13	13	3	2	±5	1.6	±0.1	
E5 – E9	99	±1	74	14	8	4	1	±3	1.4	±0.1	
Officers	99	±1	85	9	4	1	1	±3	1.2	±0.1	
O1 – O3	99	±1	82	10	6	2	1	±4	1.3	±0.1	
O4 – O6	99	±1	89	8	2	1	0	±3	1.2	±0.1	
HISPANIC	99	±1	75	13	7	3	2	±3	1.4	±0.1	
Army	99	±1	67	18	8	4	2	±4	1.6	±0.1	
Navy	99	±1	76	10	9	2	2	±5	1.4	±0.2	
Marine Corps	97	±4	78	11	7	2	2	±6	1.4	±0.2	
Air Force	100	±1	90	6	3	1	1	±4	1.2	±0.1	
Enlisted	99	±1	75	13	7	3	2	±3	1.5	±0.1	
E1 – E4	98	±2	75	12	8	3	3	±5	1.5	±0.1	
E5 – E9	99	±1	74	14	7	3	2	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

42c. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	98	±2	83	11	4	2	0	±5	1.3	±0.1	
O1 – O3	98	±4	83	11	4	2	0	±6	1.3	±0.1	
O4 – O6	99	±1	82	12	3	2	0	±7	1.3	±0.1	
AIAN	99	±1	59	19	14	7	1	±13	1.7	±0.3	
Army	99	±1	56	21	19	3	1	±17	1.7	±0.3	
Navy	98	±2	62	15	19	4	1	±17	1.7	±0.3	
Marine Corps	99	±2	NR	NR	7	NR	1	±6	NR		
Air Force	100	±1	NR	NR	2	1	0	±2	1.2	±0.2	
Enlisted	99	±1	60	16	15	NR	1	±10	1.7	±0.3	
E1 – E4	98	±2	55	16	16	NR	1	±17	1.9	±0.5	
E5 – E9	100	±1	64	17	14	3	1	±11	1.6	±0.2	
Officers	100	±1	NR	NR	NR	1	1	±2	1.6	±0.4	
O1 – O3	100	±0	NR	NR	1	1	1	±3	1.3	±0.4	
O4 – O6	100	±1	NR	NR	NR	0	1	±2	NR		
ASIAN	99	±1	66	19	10	4	1	±4	1.6	±0.1	
Army	99	±1	59	23	9	6	2	±8	1.7	±0.2	
Navy	99	±1	61	21	13	4	1	±5	1.6	±0.1	
Marine Corps	100	±1	64	25	6	4	2	±17	1.6	±0.2	
Air Force	100	±1	84	8	7	1	0	±6	1.3	±0.1	
Enlisted	99	±1	62	21	12	4	1	±4	1.6	±0.1	
E1 – E4	99	±1	61	24	9	4	2	±8	1.6	±0.1	
E5 – E9	100	±1	63	19	13	4	1	±5	1.6	±0.1	
Officers	100	±1	82	10	3	4	1	±8	1.3	±0.2	
O1 – O3	100	±1	85	8	3	4	0	±12	1.3	±0.2	
O4 – O6	99	±1	78	13	2	NR	1	±15	1.4	±0.3	
NHPI	99	±1	64	14	13	5	4	±9	1.7	±0.3	
Army	100	±1	57	17	13	7	5	±15	1.9	±0.4	
Navy	100	±1	60	11	NR	4	NR	±15	1.8	±0.4	
Marine Corps	97	±3	74	11	NR	2	0	±15	1.4	±0.3	
Air Force	100	±1	89	6	3	1	1	±4	1.2	±0.1	
Enlisted	99	±1	63	14	13	5	4	±10	1.7	±0.3	
Officers	100	±0	93	5	1	0	NR	±10	1.1	±0.1	
TWO OR MORE RACES	99	±1	77	12	5	4	3	±6	1.4	±0.2	
Army	99	±2	73	14	4	7	2	±13	1.5	±0.3	
Navy	99	±2	73	11	6	4	6	±9	1.6	±0.3	
Marine Corps	97	±5	NR	18	6	NR	1	±17	1.6	±0.5	
Air Force	100	±1	90	7	3	0	1	±6	1.2	±0.1	
Enlisted	99	±2	76	12	5	5	3	±7	1.5	±0.2	
E1 – E4	99	±2	75	9	5	8	3	±10	1.6	±0.3	
E5 – E9	99	±2	77	15	5	1	2	±7	1.4	±0.2	
Officers	100	±1	85	9	1	1	3	±10	1.3	±0.2	
O1 – O3	100	±1	87	10	1	2	0	±14	1.2	±0.2	
O4 – O6	99	±2	NR	6	2	1	NR	±5	NR		
COAST GUARD	99	±1	87	6	5	1	1	±2	1.2	±0.1	
White	99	±1	89	5	5	1	1	±3	1.2	±0.1	
Black	100	±1	83	10	6	1	1	±3	1.3	±0.1	
Hispanic	99	±1	81	8	7	3	1	±4	1.3	±0.1	
Other Race/Ethnicity	100	±1	81	10	5	2	1	±5	1.3	±0.1	
Enlisted	99	±1	86	6	6	2	1	±3	1.3	±0.1	
Officers	99	±1	91	7	1	0	0	±3	1.1	±0.1	
Male	99	±1	87	6	5	1	1	±3	1.2	±0.1	
Female	100	±1	86	7	4	3	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	87	6	5	1	0	±2	1.2	±0.1	
Deployed Past 12 Months	99	±2	85	6	6	2	1	±5	1.3	±0.1	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

d. Feeling very upset when something reminded you of a stressful military experience?





















































1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	72	15	8	4	2	±2	1.5	±0.1	
Army	99	±1	64	19	10	5	3	±3	1.6	±0.1	
Navy	99	±1	72	14	8	3	3	±2	1.5	±0.1	
Marine Corps	100	±1	70	14	9	4	2	±4	1.5	±0.1	
Air Force	99	±1	85	8	5	1	1	±2	1.2	±0.1	
Enlisted	99	±1	70	15	9	4	2	±2	1.5	±0.1	
E1 – E4	99	±1	69	12	11	5	3	±3	1.6	±0.1	
E5 – E9	99	±1	70	17	8	3	2	±2	1.5	±0.1	
Officers	99	±1	81	13	3	2	1	±2	1.3	±0.1	
O1 – O3	99	±1	82	13	2	2	1	±3	1.3	±0.1	
O4 – O6	100	±1	82	13	4	1	0	±3	1.2	±0.1	
Male	99	±1	71	15	8	4	2	±2	1.5	±0.1	
Female	99	±1	74	14	7	4	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	75	13	7	3	2	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	66	17	10	4	3	±2	1.6	±0.1	
WHITE	99	±1	74	14	7	3	2	±2	1.5	±0.1	
Army	99	±1	65	18	9	5	3	±3	1.6	±0.1	
Navy	99	±1	75	14	7	2	2	±3	1.4	±0.1	
Marine Corps	100	±1	71	14	9	4	3	±5	1.5	±0.1	
Air Force	99	±1	86	8	4	1	1	±3	1.2	±0.1	
Enlisted	99	±1	72	14	8	4	2	±2	1.5	±0.1	
E1 – E4	100	±1	70	12	10	5	3	±4	1.6	±0.1	
E5 – E9	99	±1	73	16	7	3	2	±3	1.4	±0.1	
Officers	99	±1	82	13	3	1	0	±3	1.2	±0.1	
O1 – O3	99	±2	82	14	1	2	1	±4	1.2	±0.1	
O4 – O6	100	±1	83	12	4	1	0	±4	1.2	±0.1	
BLACK	99	±1	69	16	10	4	1	±3	1.5	±0.1	
Army	99	±2	64	18	12	4	1	±5	1.6	±0.1	
Navy	100	±1	68	16	10	4	2	±4	1.6	±0.1	
Marine Corps	98	±2	69	14	9	5	2	±6	1.6	±0.2	
Air Force	100	±1	81	9	6	2	1	±4	1.3	±0.1	
Enlisted	99	±1	68	16	11	4	2	±3	1.6	±0.1	
E1 – E4	99	±2	67	13	14	4	2	±5	1.6	±0.1	
E5 – E9	99	±1	68	18	9	4	1	±3	1.5	±0.1	
Officers	99	±1	80	12	5	2	1	±4	1.3	±0.1	
O1 – O3	99	±1	78	12	6	2	1	±4	1.4	±0.1	
O4 – O6	99	±1	85	10	3	1	0	±4	1.2	±0.1	
HISPANIC	99	±1	70	14	9	5	3	±3	1.6	±0.1	
Army	100	±1	60	19	10	8	3	±5	1.7	±0.1	
Navy	99	±1	73	10	10	3	4	±5	1.5	±0.2	
Marine Corps	100	±1	70	15	9	4	2	±6	1.5	±0.2	
Air Force	99	±2	85	9	3	2	1	±5	1.3	±0.1	
Enlisted	100	±1	69	14	9	5	3	±3	1.6	±0.1	
E1 – E4	100	±1	70	12	10	5	4	±5	1.6	±0.2	
E5 – E9	99	±1	68	16	8	5	2	±3	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

42d. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	99	±1	77	14	6	2	1	±5	1.4	±0.1	
O1 – O3	99	±1	81	10	6	2	1	±6	1.3	±0.1	
O4 – O6	99	±1	74	20	3	2	1	±9	1.4	±0.1	
AIAN	100	±1	55	21	14	9	1	±12	1.8	±0.3	
Army	100	±1	53	29	12	4	2	±16	1.7	±0.2	
Navy	99	±2	60	14	16	10	1	±15	1.8	±0.4	
Marine Corps	100	±1	NR	NR	10	NR	1	±11	NR		
Air Force	100	±1	NR	8	NR	1	0	±5	1.6	±0.5	
Enlisted	100	±1	55	19	14	10	1	±13	1.8	±0.3	
E1 – E4	99	±1	58	16	11	NR	2	±16	1.8	±0.5	
E5 – E9	100	±1	52	22	17	7	1	±12	1.8	±0.2	
Officers	100	±1	NR	NR	NR	1	1	±2	1.7	±0.4	
O1 – O3	100	±0	NR	NR	5	1	1	±5	1.4	±0.4	
O4 – O6	100	±1	NR	NR	NR	0	1	±2	1.9	±0.4	
ASIAN	99	±1	62	18	12	5	2	±4	1.7	±0.1	
Army	100	±1	55	20	12	10	3	±9	1.9	±0.2	
Navy	98	±2	58	21	14	4	2	±5	1.7	±0.1	
Marine Corps	99	±1	63	17	NR	1	2	±14	1.6	±0.3	
Air Force	100	±1	80	11	7	1	1	±6	1.3	±0.1	
Enlisted	99	±1	59	19	14	5	2	±4	1.7	±0.1	
E1 – E4	99	±2	60	15	15	7	4	±8	1.8	±0.2	
E5 – E9	99	±1	59	22	13	4	2	±5	1.7	±0.1	
Officers	99	±1	77	15	4	3	1	±7	1.4	±0.2	
O1 – O3	99	±1	77	14	5	4	0	±11	1.4	±0.2	
O4 – O6	100	±1	79	16	4	1	1	±13	1.3	±0.2	
NHPI	100	±1	50	26	12	6	6	±11	1.9	±0.2	
Army	100	±0	37	37	11	8	7	±16	2.1	±0.4	
Navy	98	±3	53	13	NR	4	NR	±14	2.0	±0.4	
Marine Corps	99	±3	63	15	19	2	2	±17	1.7	±0.3	
Air Force	99	±1	86	8	3	1	2	±5	1.2	±0.1	
Enlisted	100	±1	48	27	13	6	6	±11	1.9	±0.3	
Officers	100	±0	88	9	3	0	NR	±13	1.2	±0.2	
TWO OR MORE RACES	99	±1	70	15	9	4	3	±6	1.6	±0.2	
Army	99	±2	60	19	15	4	2	±14	1.7	±0.3	
Navy	100	±1	68	18	5	5	5	±9	1.6	±0.3	
Marine Corps	98	±5	NR	7	13	NR	3	±17	1.7	±0.5	
Air Force	100	±1	84	9	5	0	1	±7	1.2	±0.1	
Enlisted	99	±1	68	15	11	4	3	±7	1.6	±0.2	
E1 – E4	99	±2	66	12	12	6	4	±11	1.7	±0.3	
E5 – E9	99	±2	69	18	9	2	1	±8	1.5	±0.2	
Officers	99	±1	83	12	2	1	3	±10	1.3	±0.2	
O1 – O3	99	±1	84	12	2	2	0	±13	1.2	±0.2	
O4 – O6	99	±1	NR	10	2	1	NR	±7	NR		
COAST GUARD	99	±1	81	11	5	2	1	±3	1.3	±0.1	
White	100	±1	83	10	5	1	1	±3	1.3	±0.1	
Black	99	±1	79	11	8	2	0	±3	1.3	±0.1	
Hispanic	99	±1	76	12	6	4	1	±4	1.4	±0.1	
Other Race/Ethnicity	99	±1	74	15	6	3	1	±6	1.4	±0.1	
Enlisted	99	±1	80	11	6	2	1	±3	1.3	±0.1	
Officers	100	±1	86	10	3	0	0	±4	1.2	±0.1	
Male	99	±1	81	11	5	1	1	±3	1.3	±0.1	
Female	99	±1	81	11	4	3	1	±3	1.3	±0.1	
Not Deployed Past 12 Months	100	±1	82	10	5	1	1	±3	1.3	±0.1	
Deployed Past 12 Months	99	±1	79	12	5	2	2	±6	1.4	±0.1	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

e. Having physical reactions (e.g., heart pounding, trouble breathing, or sweating) when something reminded you of a stressful military experience?





















































1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	77	11	7	3	2	±2	1.4	±0.1	■
Army	99	±1	69	15	9	5	2	±2	1.6	±0.1	■
Navy	99	±1	79	10	7	2	2	±2	1.4	±0.1	■
Marine Corps	99	±1	75	12	6	4	3	±4	1.5	±0.1	■
Air Force	99	±1	89	6	3	1	1	±2	1.2	±0.1	■
Enlisted	99	±1	76	12	8	3	2	±2	1.4	±0.1	■
E1 – E4	99	±1	75	11	8	4	3	±3	1.5	±0.1	■
E5 – E9	99	±1	76	12	7	3	1	±2	1.4	±0.1	■
Officers	99	±1	85	10	3	1	0	±2	1.2	±0.1	■
O1 – O3	99	±1	87	8	3	1	1	±3	1.2	±0.1	■
O4 – O6	99	±1	84	11	3	1	1	±3	1.2	±0.1	■
Male	99	±1	77	12	7	3	2	±2	1.4	±0.1	■
Female	99	±1	81	7	7	3	2	±3	1.4	±0.1	■
Not Deployed Past 12 Months	99	±1	80	10	6	2	2	±2	1.4	±0.1	■
Deployed Past 12 Months	99	±1	72	14	8	4	2	±2	1.5	±0.1	■
WHITE	99	±1	78	11	6	3	1	±2	1.4	±0.1	■
Army	99	±1	70	15	8	5	2	±3	1.5	±0.1	■
Navy	99	±1	80	10	7	1	1	±3	1.3	±0.1	■
Marine Corps	99	±2	76	13	5	4	3	±5	1.5	±0.2	■
Air Force	99	±1	90	6	3	1	0	±2	1.2	±0.1	■
Enlisted	99	±1	76	12	7	3	2	±2	1.4	±0.1	■
E1 – E4	99	±1	75	11	8	4	2	±3	1.5	±0.1	■
E5 – E9	99	±1	78	12	6	2	1	±3	1.4	±0.1	■
Officers	99	±1	86	10	3	1	0	±3	1.2	±0.1	■
O1 – O3	99	±1	88	8	2	1	0	±4	1.2	±0.1	■
O4 – O6	99	±1	84	11	3	1	0	±4	1.2	±0.1	■
BLACK	99	±1	76	10	8	4	1	±3	1.4	±0.1	■
Army	99	±1	70	12	10	6	2	±4	1.6	±0.1	■
Navy	99	±1	78	10	9	2	1	±4	1.4	±0.1	■
Marine Corps	99	±1	75	12	9	3	1	±6	1.4	±0.1	■
Air Force	99	±1	88	6	5	1	1	±3	1.2	±0.1	■
Enlisted	99	±1	75	10	9	4	2	±3	1.5	±0.1	■
E1 – E4	99	±2	75	8	11	4	2	±5	1.5	±0.2	■
E5 – E9	99	±1	76	12	8	4	1	±3	1.4	±0.1	■
Officers	99	±1	85	10	4	1	1	±3	1.2	±0.1	■
O1 – O3	99	±1	83	9	5	2	1	±4	1.3	±0.1	■
O4 – O6	99	±1	87	9	3	1	0	±3	1.2	±0.1	■
HISPANIC	99	±1	77	11	7	3	3	±3	1.4	±0.1	■
Army	99	±1	68	17	9	4	3	±4	1.6	±0.1	■
Navy	99	±1	81	7	7	2	3	±5	1.4	±0.2	■
Marine Corps	100	±1	78	10	6	3	3	±6	1.4	±0.2	■
Air Force	98	±2	89	5	3	1	2	±4	1.2	±0.1	■
Enlisted	99	±1	76	11	7	3	3	±3	1.4	±0.1	■
E1 – E4	99	±1	77	10	7	3	3	±4	1.5	±0.1	■
E5 – E9	99	±1	76	12	8	3	2	±3	1.4	±0.1	■

Note. Percent responding are active duty members who answered the question.

42e. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	80	13	4	2	1	±5	1.3	±0.1	
O1 – O3	100	±1	83	10	5	2	0	±6	1.3	±0.1	
O4 – O6	99	±1	81	13	3	2	1	±6	1.3	±0.1	
AIAN	99	±1	64	12	14	3	NR	±10	1.8	±0.4	
Army	99	±1	60	14	15	3	NR	±14	1.8	±0.5	
Navy	99	±2	72	11	13	3	1	±15	1.5	±0.3	
Marine Corps	99	±2	NR	12	NR	3	NR	±12	NR		
Air Force	100	±1	NR	5	NR	1	0	±3	1.3	±0.3	
Enlisted	99	±1	61	12	15	3	NR	±10	1.9	±0.4	
E1 – E4	99	±1	58	8	15	3	NR	±16	2.1	±0.7	
E5 – E9	100	±1	64	17	15	3	1	±12	1.6	±0.2	
Officers	100	±1	NR	8	NR	1	1	±14	1.3	±0.3	
O1 – O3	100	±0	89	4	3	3	1	±10	1.2	±0.2	
O4 – O6	100	±1	NR	NR	NR	1	1	±2	NR		
ASIAN	99	±1	71	14	10	3	1	±4	1.5	±0.1	
Army	99	±1	64	15	14	5	2	±8	1.6	±0.2	
Navy	99	±1	69	15	12	3	2	±5	1.5	±0.1	
Marine Corps	99	±1	71	NR	6	1	1	±16	1.4	±0.2	
Air Force	99	±1	86	7	6	1	0	±7	1.2	±0.1	
Enlisted	99	±1	69	15	12	3	2	±4	1.5	±0.1	
E1 – E4	99	±1	68	15	12	2	3	±8	1.6	±0.2	
E5 – E9	99	±1	70	15	11	3	1	±4	1.5	±0.1	
Officers	99	±1	83	9	5	2	0	±9	1.3	±0.2	
O1 – O3	99	±1	83	10	3	NR	0	±8	1.3	±0.2	
O4 – O6	100	±1	81	9	NR	1	1	±12	1.3	±0.2	
NHPI	98	±4	63	17	9	6	5	±10	1.7	±0.3	
Army	97	±6	55	23	7	9	6	±16	1.9	±0.4	
Navy	98	±4	62	11	NR	3	NR	±16	1.8	±0.5	
Marine Corps	98	±3	72	6	17	3	1	±17	1.6	±0.3	
Air Force	99	±1	89	7	2	1	1	±4	1.2	±0.1	
Enlisted	98	±4	62	18	9	6	5	±10	1.7	±0.3	
Officers	100	±0	89	9	1	1	NR	±15	1.1	±0.2	
TWO OR MORE RACES	99	±2	74	13	6	4	3	±6	1.5	±0.2	
Army	99	±2	64	19	9	4	4	±13	1.6	±0.3	
Navy	100	±1	79	9	4	4	4	±10	1.4	±0.3	
Marine Corps	97	±5	NR	NR	NR	NR	3	±10	1.7	±0.4	
Air Force	98	±4	89	8	2	1	0	±7	1.2	±0.1	
Enlisted	99	±2	74	13	7	4	2	±7	1.5	±0.2	
E1 – E4	99	±2	73	10	9	5	3	±11	1.6	±0.3	
E5 – E9	98	±3	75	16	5	3	2	±8	1.4	±0.2	
Officers	100	±1	80	13	2	1	4	±13	1.4	±0.3	
O1 – O3	100	±1	89	6	2	1	NR	±11	1.2	±0.2	
O4 – O6	100	±1	NR	NR	2	1	NR	±5	1.7	±0.7	
COAST GUARD	100	±1	86	7	5	1	0	±2	1.2	±0.1	
White	100	±1	87	7	5	1	0	±3	1.2	±0.1	
Black	99	±1	88	6	4	1	1	±3	1.2	±0.1	
Hispanic	99	±1	84	8	5	3	1	±4	1.3	±0.1	
Other Race/Ethnicity	99	±1	82	11	5	2	1	±6	1.3	±0.1	
Enlisted	99	±1	85	7	5	2	0	±3	1.3	±0.1	
Officers	100	±1	91	6	2	0	1	±3	1.1	±0.1	
Male	100	±1	86	7	5	1	0	±3	1.2	±0.1	
Female	99	±1	87	7	3	2	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	100	±1	87	7	4	1	0	±3	1.2	±0.1	
Deployed Past 12 Months	99	±2	84	7	6	1	1	±5	1.3	±0.1	

NR: Not reportable



42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

f. Avoid thinking about or talking about a stressful military experience or avoid having feelings related to it?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	70	15	9	4	2	±2	1.5	±0.1	
Army	99	±1	62	18	11	6	4	±3	1.7	±0.1	
Navy	99	±1	71	14	9	4	2	±2	1.5	±0.1	
Marine Corps	100	±1	68	16	9	4	3	±4	1.6	±0.1	
Air Force	99	±1	83	10	4	2	1	±2	1.3	±0.1	
Enlisted	99	±1	68	15	9	5	3	±2	1.6	±0.1	
E1 – E4	99	±1	66	14	10	5	4	±3	1.7	±0.1	
E5 – E9	99	±1	70	16	8	4	2	±2	1.5	±0.1	
Officers	100	±1	79	13	4	2	1	±3	1.3	±0.1	
O1 – O3	99	±1	79	14	4	2	1	±4	1.3	±0.1	
O4 – O6	100	±1	80	12	5	2	1	±4	1.3	±0.1	
Male	99	±1	70	15	9	4	2	±2	1.5	±0.1	
Female	99	±1	73	13	7	5	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	74	13	7	4	2	±2	1.5	±0.1	
Deployed Past 12 Months	99	±1	64	17	11	6	3	±2	1.7	±0.1	
WHITE	99	±1	72	14	8	4	2	±2	1.5	±0.1	
Army	99	±1	63	18	10	6	3	±3	1.7	±0.1	
Navy	99	±1	75	12	8	3	1	±3	1.4	±0.1	
Marine Corps	100	±1	68	16	9	4	3	±5	1.6	±0.1	
Air Force	100	±1	84	10	3	2	0	±3	1.2	±0.1	
Enlisted	99	±1	70	15	9	5	2	±2	1.6	±0.1	
E1 – E4	99	±1	67	14	10	6	3	±4	1.6	±0.1	
E5 – E9	99	±1	72	16	7	4	1	±3	1.5	±0.1	
Officers	100	±1	80	13	4	2	1	±3	1.3	±0.1	
O1 – O3	99	±1	79	14	4	1	1	±4	1.3	±0.1	
O4 – O6	100	±1	82	11	5	2	0	±4	1.3	±0.1	
BLACK	99	±1	68	14	11	5	3	±3	1.6	±0.1	
Army	99	±1	63	15	13	6	4	±5	1.7	±0.2	
Navy	99	±1	69	14	11	4	2	±4	1.6	±0.1	
Marine Corps	99	±1	65	16	13	3	3	±6	1.6	±0.1	
Air Force	99	±1	80	11	6	2	1	±4	1.3	±0.1	
Enlisted	99	±1	67	14	11	5	3	±3	1.6	±0.1	
E1 – E4	99	±2	63	13	15	4	5	±5	1.8	±0.2	
E5 – E9	99	±1	69	14	10	5	2	±3	1.5	±0.1	
Officers	99	±1	77	15	4	3	1	±4	1.4	±0.1	
O1 – O3	99	±1	75	15	6	3	1	±4	1.4	±0.1	
O4 – O6	99	±1	79	15	4	1	1	±4	1.3	±0.1	
HISPANIC	99	±1	70	14	8	5	2	±3	1.5	±0.1	
Army	99	±1	62	18	11	5	4	±5	1.7	±0.1	
Navy	99	±1	71	14	9	4	1	±5	1.5	±0.1	
Marine Corps	100	±1	71	14	7	6	2	±6	1.5	±0.2	
Air Force	99	±1	85	9	3	2	0	±5	1.2	±0.1	
Enlisted	99	±1	70	14	9	5	3	±3	1.6	±0.1	
E1 – E4	99	±1	71	14	7	5	3	±5	1.5	±0.1	
E5 – E9	99	±1	69	15	10	4	3	±3	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

42f. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	74	16	6	4	1	±6	1.4	±0.1	
O1 – O3	100	±1	77	13	5	4	1	±7	1.4	±0.2	
O4 – O6	99	±1	72	18	7	3	1	±8	1.4	±0.2	
AIAN	100	±1	51	21	10	9	8	±13	2.0	±0.4	
Army	100	±1	49	13	13	9	NR	±14	2.3	±0.6	
Navy	99	±2	55	31	10	3	1	±14	1.6	±0.2	
Marine Corps	100	±0	NR	NR	9	NR	1	±11	NR		
Air Force	100	±1	NR	NR	5	1	1	±3	1.5	±0.2	
Enlisted	100	±1	52	24	11	9	NR	±13	1.9	±0.3	
E1 – E4	100	±1	54	15	10	NR	NR	±15	2.1	±0.6	
E5 – E9	100	±1	49	33	11	5	1	±12	1.8	±0.2	
Officers	100	±1	NR	5	8	NR	NR	±15	NR		
O1 – O3	100	±0	NR	6	6	2	NR	±7	NR		
O4 – O6	100	±1	NR	5	NR	NR	NR	±8	NR		
ASIAN	100	±1	62	17	12	5	4	±4	1.7	±0.1	
Army	100	±1	56	16	15	9	4	±9	1.9	±0.2	
Navy	100	±1	58	21	14	4	2	±5	1.7	±0.1	
Marine Corps	99	±1	61	16	7	4	NR	±14	1.9	±0.6	
Air Force	99	±1	79	9	8	3	1	±6	1.4	±0.2	
Enlisted	99	±1	60	17	13	6	4	±4	1.8	±0.2	
E1 – E4	100	±1	59	16	11	8	6	±8	1.9	±0.3	
E5 – E9	99	±1	61	18	15	4	2	±5	1.7	±0.1	
Officers	100	±1	73	16	6	3	3	±8	1.5	±0.2	
O1 – O3	100	±1	73	13	6	4	NR	±9	1.5	±0.3	
O4 – O6	100	±1	71	24	3	1	1	±15	1.4	±0.2	
NHPI	100	±1	57	18	14	5	6	±10	1.8	±0.3	
Army	100	±0	49	20	17	7	7	±15	2.0	±0.4	
Navy	100	±1	53	17	NR	5	NR	±14	2.0	±0.4	
Marine Corps	100	±0	66	21	10	2	2	±16	1.5	±0.2	
Air Force	100	±1	84	9	4	1	1	±5	1.3	±0.1	
Enlisted	100	±1	55	18	15	6	6	±10	1.9	±0.3	
Officers	100	±0	88	8	4	0	NR	±13	1.2	±0.2	
TWO OR MORE RACES	99	±1	67	19	7	5	3	±6	1.6	±0.2	
Army	99	±2	60	28	3	5	3	±13	1.6	±0.3	
Navy	99	±1	61	16	10	7	5	±10	1.8	±0.3	
Marine Corps	97	±5	NR	10	NR	3	3	±16	1.6	±0.4	
Air Force	100	±1	81	14	3	2	0	±8	1.3	±0.1	
Enlisted	99	±1	65	20	7	5	3	±7	1.6	±0.2	
E1 – E4	99	±2	63	20	8	5	4	±11	1.7	±0.3	
E5 – E9	99	±2	66	20	7	5	1	±8	1.6	±0.2	
Officers	100	±1	81	11	2	2	5	±11	1.4	±0.3	
O1 – O3	100	±1	85	8	1	2	NR	±11	1.3	±0.3	
O4 – O6	100	±1	NR	NR	2	1	NR	±3	NR		
COAST GUARD	100	±1	80	11	7	2	0	±3	1.3	±0.1	
White	100	±1	81	10	7	2	0	±3	1.3	±0.1	
Black	99	±1	76	11	7	5	1	±3	1.4	±0.1	
Hispanic	99	±1	77	12	6	4	0	±4	1.4	±0.1	
Other Race/Ethnicity	100	±1	74	13	10	2	1	±6	1.4	±0.1	
Enlisted	100	±1	79	10	8	2	1	±3	1.4	±0.1	
Officers	100	±1	81	14	3	2	0	±4	1.3	±0.1	
Male	100	±1	80	10	7	2	0	±3	1.3	±0.1	
Female	99	±1	79	11	5	4	1	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	80	11	6	3	0	±3	1.3	±0.1	
Deployed Past 12 Months	100	±1	78	10	11	1	1	±6	1.4	±0.1	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

g. Avoid activities or situations because they remind you of a stressful military experience?


















































1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	77	10	7	3	2	±2	1.4	±0.1	
Army	99	±1	71	13	9	4	2	±2	1.5	±0.1	
Navy	99	±1	77	10	8	3	2	±2	1.4	±0.1	
Marine Corps	99	±1	77	10	8	3	2	±4	1.4	±0.1	
Air Force	99	±1	88	6	3	1	1	±2	1.2	±0.1	
Enlisted	99	±1	76	11	8	3	2	±2	1.4	±0.1	
E1 – E4	99	±1	74	10	10	4	3	±3	1.5	±0.1	
E5 – E9	99	±1	77	11	7	3	1	±2	1.4	±0.1	
Officers	99	±1	86	8	3	1	1	±2	1.2	±0.1	
O1 – O3	99	±1	86	8	3	2	1	±3	1.2	±0.1	
O4 – O6	99	±1	87	8	3	1	1	±3	1.2	±0.1	
Male	99	±1	77	11	7	3	2	±2	1.4	±0.1	
Female	99	±1	78	10	7	4	2	±3	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	80	10	6	3	1	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	73	12	9	4	2	±2	1.5	±0.1	
WHITE	99	±1	79	10	7	3	1	±2	1.4	±0.1	
Army	99	±1	72	13	8	4	2	±3	1.5	±0.1	
Navy	99	±1	81	9	7	2	1	±3	1.4	±0.1	
Marine Corps	99	±2	78	10	8	2	2	±5	1.4	±0.1	
Air Force	99	±1	89	6	3	1	0	±2	1.2	±0.1	
Enlisted	99	±1	77	10	8	3	2	±2	1.4	±0.1	
E1 – E4	99	±1	75	10	10	3	2	±3	1.5	±0.1	
E5 – E9	99	±1	79	11	5	3	1	±3	1.4	±0.1	
Officers	99	±1	88	8	3	1	0	±3	1.2	±0.1	
O1 – O3	99	±1	87	8	3	1	1	±4	1.2	±0.1	
O4 – O6	99	±1	88	8	3	1	0	±4	1.2	±0.1	
BLACK	99	±1	74	10	10	4	2	±3	1.5	±0.1	
Army	99	±2	71	11	11	5	2	±5	1.6	±0.1	
Navy	99	±1	74	10	10	3	2	±4	1.5	±0.1	
Marine Corps	99	±1	73	11	11	4	2	±5	1.5	±0.2	
Air Force	99	±1	83	9	5	2	1	±4	1.3	±0.1	
Enlisted	99	±1	73	10	10	4	2	±3	1.5	±0.1	
E1 – E4	98	±2	70	10	13	3	4	±5	1.6	±0.2	
E5 – E9	99	±1	75	11	8	5	1	±3	1.5	±0.1	
Officers	99	±1	84	9	4	2	1	±3	1.3	±0.1	
O1 – O3	99	±1	83	9	6	2	1	±4	1.3	±0.1	
O4 – O6	99	±1	87	8	3	1	1	±3	1.2	±0.1	
HISPANIC	99	±1	77	11	7	3	2	±3	1.4	±0.1	
Army	99	±1	71	13	9	4	3	±4	1.6	±0.1	
Navy	99	±2	77	12	8	3	1	±5	1.4	±0.1	
Marine Corps	100	±1	78	10	6	4	1	±6	1.4	±0.2	
Air Force	100	±1	89	6	3	2	0	±4	1.2	±0.1	
Enlisted	99	±1	76	11	7	4	2	±3	1.4	±0.1	
E1 – E4	99	±1	76	10	6	5	2	±5	1.5	±0.1	
E5 – E9	99	±1	76	11	8	3	2	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

42g. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	82	11	5	1	1	±5	1.3	±0.1	
O1 – O3	100	±1	81	12	5	1	1	±7	1.3	±0.1	
O4 – O6	99	±1	83	12	3	1	1	±6	1.3	±0.1	
AIAN	100	±1	62	14	8	9	8	±13	1.9	±0.4	
Army	100	±1	57	13	8	5	NR	±15	2.1	±0.6	
Navy	99	±2	65	18	8	NR	0	±12	1.6	±0.4	
Marine Corps	100	±1	NR	NR	10	NR	1	±11	NR		
Air Force	100	±1	91	4	3	1	0	±5	1.2	±0.1	
Enlisted	100	±1	63	15	8	9	NR	±14	1.8	±0.4	
E1 – E4	100	±1	59	13	10	NR	NR	±17	2.0	±0.6	
E5 – E9	100	±1	68	18	6	7	1	±10	1.5	±0.2	
Officers	100	±1	NR	4	NR	NR	NR	±4	NR		
O1 – O3	100	±0	NR	5	3	2	NR	±6	NR		
O4 – O6	100	±1	NR	4	NR	NR	NR	±6	NR		
ASIAN	99	±1	69	14	11	4	2	±4	1.5	±0.1	
Army	99	±1	66	14	13	5	2	±7	1.6	±0.2	
Navy	99	±1	65	17	13	4	2	±5	1.6	±0.1	
Marine Corps	99	±1	69	NR	7	2	2	±15	1.5	±0.2	
Air Force	99	±1	83	6	7	3	1	±6	1.3	±0.2	
Enlisted	99	±1	67	15	12	3	2	±4	1.6	±0.1	
E1 – E4	99	±1	67	16	11	3	2	±7	1.6	±0.1	
E5 – E9	99	±1	67	15	13	4	2	±5	1.6	±0.1	
Officers	100	±1	80	9	5	5	0	±8	1.4	±0.2	
O1 – O3	100	±1	79	8	6	7	0	±11	1.4	±0.3	
O4 – O6	99	±1	83	13	3	1	1	±14	1.2	±0.2	
NHPI	100	±1	64	15	13	5	3	±10	1.7	±0.2	
Army	100	±0	58	18	15	7	3	±15	1.8	±0.3	
Navy	100	±1	59	11	NR	4	NR	±15	1.9	±0.4	
Marine Corps	100	±1	72	17	8	2	1	±17	1.4	±0.2	
Air Force	100	±1	88	6	4	1	1	±5	1.2	±0.1	
Enlisted	100	±1	63	15	13	5	4	±10	1.7	±0.2	
Officers	100	±0	91	7	3	NR	NR	±11	1.1	±0.1	
TWO OR MORE RACES	98	±3	77	12	6	3	1	±6	1.4	±0.1	
Army	99	±2	74	18	4	5	0	±12	1.4	±0.2	
Navy	100	±1	75	9	10	3	4	±10	1.5	±0.3	
Marine Corps	88	±17	NR	NR	NR	3	NR	±4	1.6	±0.4	
Air Force	99	±1	86	9	3	1	0	±8	1.2	±0.1	
Enlisted	98	±3	75	13	7	3	1	±6	1.4	±0.2	
E1 – E4	97	±5	76	11	6	5	2	±10	1.5	±0.2	
E5 – E9	99	±2	75	15	8	2	0	±8	1.4	±0.1	
Officers	99	±1	86	9	2	1	NR	±10	1.2	±0.2	
O1 – O3	99	±1	86	10	2	1	0	±14	1.2	±0.2	
O4 – O6	100	±1	NR	5	1	1	NR	±5	NR		
COAST GUARD	99	±1	86	7	5	2	1	±2	1.2	±0.1	
White	100	±1	88	6	4	1	1	±3	1.2	±0.1	
Black	99	±1	81	8	7	3	1	±3	1.3	±0.1	
Hispanic	99	±1	82	7	7	3	1	±4	1.3	±0.1	
Other Race/Ethnicity	100	±1	80	11	7	1	1	±6	1.3	±0.1	
Enlisted	99	±1	85	7	6	2	1	±3	1.3	±0.1	
Officers	100	±1	90	7	2	1	0	±3	1.2	±0.1	
Male	100	±1	86	7	5	1	1	±3	1.2	±0.1	
Female	99	±1	86	6	4	3	1	±3	1.3	±0.1	
Not Deployed Past 12 Months	100	±1	86	7	5	2	1	±3	1.2	±0.1	
Deployed Past 12 Months	99	±2	86	6	6	1	0	±5	1.2	±0.1	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

h. Trouble remembering important parts of a stressful military experience?


















































1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	81	9	7	2	1	±1	1.3	±0.1	
Army	99	±1	75	11	8	4	2	±2	1.5	±0.1	
Navy	99	±1	82	8	8	1	1	±2	1.3	±0.1	
Marine Corps	99	±1	80	9	8	2	1	±3	1.4	±0.1	
Air Force	99	±1	91	5	3	1	0	±2	1.2	±0.1	
Enlisted	99	±1	79	9	8	2	1	±2	1.4	±0.1	
E1 – E4	99	±1	78	9	9	3	2	±2	1.4	±0.1	
E5 – E9	99	±1	81	10	6	2	1	±2	1.3	±0.1	
Officers	99	±1	89	6	3	1	0	±2	1.2	±0.1	
O1 – O3	99	±1	90	6	3	1	0	±3	1.2	±0.1	
O4 – O6	99	±1	88	6	4	1	1	±3	1.2	±0.1	
Male	99	±1	80	9	7	2	1	±2	1.3	±0.1	
Female	99	±1	85	6	6	1	2	±3	1.3	±0.1	
Not Deployed Past 12 Months	99	±1	83	7	6	2	1	±2	1.3	±0.1	
Deployed Past 12 Months	99	±1	77	11	8	2	1	±2	1.4	±0.1	
WHITE	99	±1	83	8	6	2	1	±2	1.3	±0.1	
Army	100	±1	76	11	7	4	2	±3	1.5	±0.1	
Navy	99	±1	85	7	6	1	1	±3	1.2	±0.1	
Marine Corps	99	±1	81	10	7	2	1	±5	1.3	±0.1	
Air Force	99	±1	91	5	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	81	9	7	2	1	±2	1.3	±0.1	
E1 – E4	99	±1	78	9	8	3	2	±3	1.4	±0.1	
E5 – E9	99	±1	83	9	5	2	1	±2	1.3	±0.1	
Officers	99	±1	90	6	3	1	0	±2	1.2	±0.1	
O1 – O3	99	±1	91	6	2	1	0	±3	1.1	±0.1	
O4 – O6	100	±1	89	6	3	1	0	±4	1.2	±0.1	
BLACK	99	±1	80	9	8	2	1	±3	1.4	±0.1	
Army	99	±1	76	10	9	3	1	±4	1.4	±0.1	
Navy	99	±1	79	9	9	2	1	±4	1.4	±0.1	
Marine Corps	99	±1	76	9	11	2	2	±6	1.4	±0.1	
Air Force	100	±1	89	7	3	1	0	±3	1.2	±0.1	
Enlisted	99	±1	79	9	9	2	1	±3	1.4	±0.1	
E1 – E4	99	±2	77	10	11	2	1	±5	1.4	±0.1	
E5 – E9	99	±1	80	9	8	3	1	±3	1.3	±0.1	
Officers	99	±1	89	6	3	1	1	±3	1.2	±0.1	
O1 – O3	99	±1	89	6	4	1	0	±3	1.2	±0.1	
O4 – O6	99	±1	90	7	3	1	0	±3	1.2	±0.1	
HISPANIC	99	±1	79	10	8	2	1	±3	1.4	±0.1	
Army	99	±1	73	14	9	2	2	±4	1.5	±0.1	
Navy	98	±2	79	9	10	1	1	±5	1.4	±0.1	
Marine Corps	99	±1	82	8	7	3	0	±6	1.3	±0.2	
Air Force	99	±1	91	4	3	1	0	±4	1.2	±0.1	
Enlisted	99	±1	79	10	8	2	1	±3	1.4	±0.1	
E1 – E4	99	±1	79	9	8	3	1	±4	1.4	±0.1	
E5 – E9	99	±1	78	11	8	1	1	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

42h. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	88	6	4	2	0	±4	1.2	±0.1	
O1 – O3	100	±1	90	5	3	1	0	±3	1.2	±0.1	
O4 – O6	99	±1	88	8	3	2	1	±4	1.2	±0.1	
AIAN	100	±1	61	14	17	2	NR	±11	1.8	±0.4	
Army	100	±1	55	13	17	2	NR	±14	2.1	±0.6	
Navy	99	±2	68	20	NR	2	0	±14	1.5	±0.3	
Marine Corps	100	±0	NR	9	NR	2	0	±11	NR		
Air Force	100	±1	NR	NR	2	0	0	±2	1.2	±0.2	
Enlisted	100	±1	63	15	17	2	NR	±12	1.7	±0.3	
E1 – E4	100	±1	61	9	NR	1	NR	±17	1.8	±0.5	
E5 – E9	100	±1	64	20	12	3	0	±12	1.5	±0.2	
Officers	100	±1	NR	NR	NR	0	NR	±1	NR		
O1 – O3	100	±0	NR	5	NR	1	1	±6	NR		
O4 – O6	100	±1	NR	NR	NR	0	NR	±1	NR		
ASIAN	99	±1	71	13	12	2	2	±3	1.5	±0.1	
Army	99	±1	66	16	12	3	3	±7	1.6	±0.2	
Navy	98	±2	68	13	14	2	1	±5	1.6	±0.1	
Marine Corps	99	±1	69	12	NR	2	1	±15	1.5	±0.3	
Air Force	98	±4	85	6	7	1	0	±5	1.2	±0.1	
Enlisted	99	±1	69	14	13	2	2	±4	1.5	±0.1	
E1 – E4	98	±3	71	12	13	2	3	±7	1.5	±0.2	
E5 – E9	99	±1	68	15	13	2	1	±4	1.5	±0.1	
Officers	97	±4	82	7	8	2	0	±9	1.3	±0.2	
O1 – O3	99	±1	80	8	8	NR	0	±10	1.3	±0.2	
O4 – O6	93	±11	84	6	NR	0	0	±14	1.3	±0.3	
NHPI	100	±1	65	14	11	6	4	±10	1.7	±0.3	
Army	99	±2	58	18	11	7	6	±15	1.9	±0.4	
Navy	100	±1	62	10	NR	4	NR	±16	1.8	±0.5	
Marine Corps	99	±1	73	9	7	NR	1	±15	1.6	±0.4	
Air Force	100	±1	90	5	3	0	1	±4	1.2	±0.1	
Enlisted	100	±1	63	15	11	6	5	±10	1.7	±0.3	
Officers	100	±1	92	6	2	NR	NR	±10	1.1	±0.1	
TWO OR MORE RACES	99	±1	83	9	5	1	1	±5	1.3	±0.1	
Army	99	±2	81	13	3	3	0	±11	1.3	±0.2	
Navy	100	±1	78	12	6	1	4	±10	1.4	±0.3	
Marine Corps	97	±5	78	4	NR	1	1	±17	1.4	±0.3	
Air Force	100	±1	93	3	3	0	0	±6	1.1	±0.1	
Enlisted	99	±1	82	10	6	2	1	±6	1.3	±0.1	
E1 – E4	99	±2	84	9	3	2	2	±9	1.3	±0.2	
E5 – E9	99	±2	79	11	9	0	1	±7	1.3	±0.2	
Officers	99	±2	91	6	1	1	NR	±8	1.2	±0.2	
O1 – O3	99	±2	95	3	1	1	0	±3	1.1	±0.1	
O4 – O6	100	±1	NR	NR	1	0	NR	±2	NR		
COAST GUARD	99	±1	88	6	5	1	0	±2	1.2	±0.1	
White	99	±1	89	5	4	1	0	±3	1.2	±0.1	
Black	99	±1	87	6	6	1	0	±3	1.2	±0.1	
Hispanic	99	±1	84	8	5	2	0	±5	1.3	±0.1	
Other Race/Ethnicity	99	±1	82	12	5	1	1	±6	1.3	±0.1	
Enlisted	99	±1	87	6	5	2	0	±3	1.2	±0.1	
Officers	100	±1	91	7	2	1	0	±4	1.1	±0.1	
Male	99	±1	88	6	5	1	0	±3	1.2	±0.1	
Female	99	±1	88	6	3	2	1	±4	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	88	6	5	1	0	±3	1.2	±0.1	
Deployed Past 12 Months	98	±2	88	5	4	3	0	±5	1.2	±0.1	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

i. Loss of interest in things that you used to enjoy?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	63	17	11	6	3	±2	1.7	±0.1	
Army	99	±1	58	18	13	7	4	±3	1.8	±0.1	
Navy	99	±1	61	19	11	5	3	±3	1.7	±0.1	
Marine Corps	99	±1	59	20	11	6	4	±4	1.8	±0.1	
Air Force	99	±1	77	13	6	3	1	±2	1.4	±0.1	
Enlisted	99	±1	61	18	12	6	3	±2	1.7	±0.1	
E1 – E4	99	±1	56	18	13	7	5	±3	1.9	±0.1	
E5 – E9	99	±1	65	18	10	5	2	±2	1.6	±0.1	
Officers	99	±1	75	15	6	3	1	±3	1.4	±0.1	
O1 – O3	99	±1	75	16	6	2	1	±4	1.4	±0.1	
O4 – O6	99	±1	77	13	7	2	1	±4	1.4	±0.1	
Male	99	±1	63	17	11	6	3	±2	1.7	±0.1	
Female	99	±1	66	16	10	5	3	±3	1.6	±0.1	
Not Deployed Past 12 Months	99	±1	67	16	10	5	3	±2	1.6	±0.1	
Deployed Past 12 Months	99	±1	58	20	12	7	4	±2	1.8	±0.1	
WHITE	99	±1	65	17	10	5	3	±2	1.7	±0.1	
Army	99	±1	58	17	13	7	4	±3	1.8	±0.1	
Navy	99	±1	63	20	10	5	2	±4	1.6	±0.1	
Marine Corps	99	±1	60	18	11	6	4	±5	1.8	±0.2	
Air Force	99	±1	78	12	6	2	1	±3	1.4	±0.1	
Enlisted	99	±1	62	17	11	6	3	±2	1.7	±0.1	
E1 – E4	99	±1	56	18	13	7	5	±4	1.9	±0.1	
E5 – E9	99	±1	66	17	10	5	2	±3	1.6	±0.1	
Officers	99	±1	76	14	6	2	1	±3	1.4	±0.1	
O1 – O3	99	±1	75	16	6	2	1	±5	1.4	±0.1	
O4 – O6	99	±1	78	12	7	2	1	±4	1.4	±0.1	
BLACK	99	±1	63	16	11	6	3	±3	1.7	±0.1	
Army	99	±1	60	16	12	8	4	±5	1.8	±0.2	
Navy	99	±1	63	15	13	5	4	±4	1.7	±0.1	
Marine Corps	99	±1	59	19	12	7	3	±5	1.7	±0.1	
Air Force	100	±1	74	14	8	3	0	±4	1.4	±0.1	
Enlisted	99	±1	62	16	12	7	3	±3	1.7	±0.1	
E1 – E4	99	±2	58	14	15	9	4	±5	1.9	±0.2	
E5 – E9	99	±1	65	17	10	5	3	±3	1.6	±0.1	
Officers	99	±1	75	14	6	4	1	±4	1.4	±0.1	
O1 – O3	99	±1	73	13	8	5	2	±5	1.5	±0.1	
O4 – O6	99	±1	78	15	4	2	1	±4	1.3	±0.1	
HISPANIC	99	±1	62	19	10	5	3	±3	1.7	±0.1	
Army	99	±1	57	20	12	7	4	±5	1.8	±0.1	
Navy	99	±1	60	20	12	5	3	±5	1.7	±0.2	
Marine Corps	100	±1	61	20	11	5	3	±7	1.7	±0.2	
Air Force	100	±1	78	14	5	2	1	±6	1.3	±0.1	
Enlisted	99	±1	61	19	11	6	3	±3	1.7	±0.1	
E1 – E4	99	±1	59	20	12	6	4	±5	1.8	±0.1	
E5 – E9	99	±1	63	19	10	5	3	±3	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

42i. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	99	±1	74	17	4	3	2	±5	1.4	±0.1	
O1 – O3	99	±1	76	14	5	3	2	±6	1.4	±0.1	
O4 – O6	99	±1	76	16	4	3	2	±5	1.4	±0.1	
AIAN	99	±1	51	20	13	10	6	±11	2.0	±0.3	
Army	99	±1	46	25	12	8	NR	±16	2.1	±0.5	
Navy	99	±2	54	17	16	5	8	±14	2.0	±0.3	
Marine Corps	99	±2	NR	10	NR	NR	3	±8	NR		
Air Force	100	±0	NR	NR	3	1	1	±3	1.4	±0.2	
Enlisted	99	±1	51	19	13	10	7	±13	2.0	±0.3	
E1 – E4	99	±2	45	13	16	NR	NR	±14	2.3	±0.6	
E5 – E9	100	±1	57	24	11	4	2	±11	1.7	±0.2	
Officers	100	±1	NR	NR	NR	NR	1	±2	1.9	±0.5	
O1 – O3	100	±0	NR	8	4	NR	2	±8	NR		
O4 – O6	100	±1	NR	NR	NR	NR	1	±3	2.1	±0.5	
ASIAN	99	±1	56	21	13	6	3	±4	1.8	±0.1	
Army	99	±1	50	23	12	11	5	±8	2.0	±0.2	
Navy	99	±1	52	23	16	6	3	±6	1.9	±0.1	
Marine Corps	99	±1	56	26	9	5	5	±17	1.8	±0.2	
Air Force	99	±1	74	13	9	3	1	±6	1.4	±0.1	
Enlisted	99	±1	53	23	14	7	4	±4	1.9	±0.1	
E1 – E4	99	±1	47	26	14	8	5	±8	2.0	±0.2	
E5 – E9	99	±1	57	20	13	6	3	±5	1.8	±0.1	
Officers	99	±1	72	13	9	3	3	±8	1.5	±0.2	
O1 – O3	100	±1	71	13	9	4	NR	±9	1.6	±0.3	
O4 – O6	99	±1	76	12	NR	2	1	±11	1.4	±0.2	
NHPI	100	±1	49	22	16	5	8	±11	2.0	±0.3	
Army	100	±0	40	26	20	5	10	±17	2.2	±0.4	
Navy	100	±1	50	14	NR	6	10	±15	2.1	±0.4	
Marine Corps	100	±0	56	20	7	7	NR	±13	2.0	±0.5	
Air Force	100	±1	78	13	5	3	1	±7	1.3	±0.1	
Enlisted	100	±1	47	22	17	5	9	±11	2.1	±0.3	
Officers	100	±0	89	7	3	1	NR	±12	1.2	±0.2	
TWO OR MORE RACES	99	±1	59	21	9	6	6	±6	1.8	±0.2	
Army	99	±2	55	19	13	7	6	±12	1.9	±0.3	
Navy	100	±1	58	18	7	5	12	±10	1.9	±0.3	
Marine Corps	97	±5	NR	NR	8	5	4	±13	1.9	±0.3	
Air Force	99	±1	73	16	6	5	1	±9	1.4	±0.2	
Enlisted	99	±1	57	21	10	6	7	±7	1.8	±0.2	
E1 – E4	99	±2	54	22	10	5	8	±11	1.9	±0.3	
E5 – E9	99	±2	59	20	10	7	4	±8	1.8	±0.2	
Officers	100	±1	73	19	2	3	3	±12	1.4	±0.3	
O1 – O3	100	±1	77	20	2	1	1	±15	1.3	±0.2	
O4 – O6	100	±1	NR	NR	5	NR	NR	±5	2.0	±0.7	
COAST GUARD	99	±1	71	17	8	3	2	±3	1.5	±0.1	
White	99	±1	71	17	8	3	1	±4	1.5	±0.1	
Black	99	±1	70	17	8	4	2	±3	1.5	±0.1	
Hispanic	99	±1	68	17	7	5	3	±5	1.6	±0.1	
Other Race/Ethnicity	100	±1	69	16	10	4	1	±6	1.5	±0.1	
Enlisted	99	±1	69	17	8	4	2	±3	1.5	±0.1	
Officers	100	±1	77	15	5	2	1	±4	1.3	±0.1	
Male	99	±1	70	17	8	3	2	±3	1.5	±0.1	
Female	99	±1	72	15	7	5	1	±3	1.5	±0.1	
Not Deployed Past 12 Months	100	±1	71	17	8	3	1	±3	1.5	±0.1	
Deployed Past 12 Months	99	±2	71	16	7	3	2	±6	1.5	±0.2	

NR: Not reportable



42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

j. Feeling distant or cut off from other people?





















































1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	59	19	11	7	4	±2	1.8	±0.1	
Army	99	±1	52	21	12	9	5	±3	1.9	±0.1	
Navy	99	±1	58	19	13	6	4	±3	1.8	±0.1	
Marine Corps	99	±1	56	19	11	9	5	±4	1.9	±0.1	
Air Force	99	±1	73	15	7	3	2	±2	1.4	±0.1	
Enlisted	99	±1	57	19	12	8	4	±2	1.8	±0.1	
E1 – E4	99	±1	52	19	14	9	6	±3	2.0	±0.1	
E5 – E9	99	±1	62	19	10	7	3	±2	1.7	±0.1	
Officers	99	±1	70	18	7	4	2	±3	1.5	±0.1	
O1 – O3	99	±1	67	20	7	3	2	±4	1.5	±0.1	
O4 – O6	99	±1	73	16	6	3	1	±4	1.4	±0.1	
Male	99	±1	59	19	11	7	4	±2	1.8	±0.1	
Female	99	±1	61	17	11	7	4	±3	1.8	±0.1	
Not Deployed Past 12 Months	99	±1	63	17	10	6	4	±2	1.7	±0.1	
Deployed Past 12 Months	99	±1	53	22	12	8	5	±2	1.9	±0.1	
WHITE	99	±1	60	19	10	7	4	±2	1.8	±0.1	
Army	99	±1	52	22	12	9	5	±3	1.9	±0.1	
Navy	99	±1	59	20	12	6	3	±4	1.7	±0.1	
Marine Corps	100	±1	56	19	10	10	5	±5	1.9	±0.2	
Air Force	99	±1	74	15	7	3	2	±3	1.4	±0.1	
Enlisted	99	±1	57	20	11	8	4	±2	1.8	±0.1	
E1 – E4	99	±1	52	20	14	9	6	±4	2.0	±0.1	
E5 – E9	99	±1	62	20	9	7	3	±3	1.7	±0.1	
Officers	99	±1	71	18	7	4	1	±3	1.5	±0.1	
O1 – O3	99	±1	67	20	8	3	2	±5	1.5	±0.1	
O4 – O6	99	±1	74	16	6	4	1	±4	1.4	±0.1	
BLACK	98	±1	60	17	12	7	4	±3	1.8	±0.1	
Army	98	±2	57	17	12	9	5	±5	1.9	±0.2	
Navy	99	±1	60	14	15	7	4	±4	1.8	±0.1	
Marine Corps	99	±1	54	19	14	9	5	±5	1.9	±0.2	
Air Force	98	±2	71	17	6	4	1	±4	1.5	±0.1	
Enlisted	98	±1	59	17	12	8	4	±3	1.8	±0.1	
E1 – E4	98	±2	51	16	17	10	6	±5	2.0	±0.2	
E5 – E9	98	±1	64	17	10	6	3	±3	1.7	±0.1	
Officers	98	±1	70	16	6	4	3	±4	1.5	±0.1	
O1 – O3	98	±2	68	16	8	5	3	±5	1.6	±0.1	
O4 – O6	98	±2	73	19	4	2	2	±5	1.4	±0.1	
HISPANIC	99	±1	60	18	11	7	4	±3	1.8	±0.1	
Army	98	±1	53	21	12	9	5	±5	1.9	±0.2	
Navy	99	±2	58	18	11	9	4	±5	1.8	±0.2	
Marine Corps	99	±1	61	19	12	7	2	±7	1.7	±0.2	
Air Force	99	±1	76	11	10	2	2	±6	1.4	±0.2	
Enlisted	99	±1	59	18	12	8	4	±3	1.8	±0.1	
E1 – E4	99	±1	56	18	13	9	4	±5	1.9	±0.2	
E5 – E9	99	±1	62	18	11	6	3	±3	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

42j. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	98	±2	68	20	6	3	2	±6	1.5	±0.1	
O1 – O3	97	±4	69	19	5	4	3	±7	1.5	±0.2	
O4 – O6	99	±1	68	22	5	3	2	±8	1.5	±0.1	
AIAN	100	±1	42	23	15	10	10	±14	2.2	±0.3	
Army	100	±1	33	30	19	11	NR	±17	2.3	±0.4	
Navy	99	±2	45	21	18	11	6	±16	2.1	±0.4	
Marine Corps	100	±1	NR	9	12	NR	NR	±12	NR		
Air Force	99	±1	NR	NR	5	1	1	±4	1.4	±0.2	
Enlisted	100	±1	42	21	16	10	11	±15	2.3	±0.4	
E1 – E4	100	±1	35	19	15	12	NR	±15	2.6	±0.6	
E5 – E9	100	±1	49	23	16	8	3	±11	1.9	±0.2	
Officers	99	±1	NR	NR	NR	NR	1	±2	1.9	±0.4	
O1 – O3	100	±0	NR	9	4	NR	2	±9	NR		
O4 – O6	99	±2	NR	NR	NR	1	1	±3	2.0	±0.4	
ASIAN	99	±1	54	19	15	8	4	±4	1.9	±0.1	
Army	99	±1	46	22	12	11	8	±10	2.1	±0.3	
Navy	99	±1	53	20	17	7	3	±6	1.9	±0.2	
Marine Corps	99	±1	53	17	NR	6	4	±13	1.9	±0.3	
Air Force	99	±1	70	15	9	5	1	±6	1.5	±0.2	
Enlisted	99	±1	52	19	16	8	5	±4	2.0	±0.1	
E1 – E4	99	±1	47	17	18	9	9	±8	2.2	±0.2	
E5 – E9	98	±1	55	21	15	8	2	±5	1.8	±0.1	
Officers	99	±1	69	17	8	4	3	±8	1.5	±0.2	
O1 – O3	99	±1	66	19	7	5	NR	±9	1.6	±0.3	
O4 – O6	99	±1	74	14	NR	2	1	±11	1.4	±0.2	
NHPI	97	±4	50	27	10	7	6	±10	1.9	±0.3	
Army	99	±2	44	33	9	8	6	±15	2.0	±0.4	
Navy	100	±1	48	18	NR	4	9	±15	2.1	±0.4	
Marine Corps	99	±2	45	18	13	NR	NR	±12	2.3	±0.5	
Air Force	88	±19	76	15	5	3	1	±4	1.4	±0.1	
Enlisted	97	±4	48	28	11	8	6	±10	2.0	±0.3	
Officers	100	±0	87	8	4	1	NR	±14	1.2	±0.2	
TWO OR MORE RACES	99	±1	50	23	13	9	6	±6	2.0	±0.2	
Army	99	±2	39	29	14	15	4	±13	2.2	±0.3	
Navy	100	±1	51	16	15	7	11	±10	2.1	±0.3	
Marine Corps	97	±5	NR	NR	NR	NR	7	±13	2.2	±0.4	
Air Force	100	±1	68	19	9	1	3	±9	1.5	±0.2	
Enlisted	99	±1	48	22	14	10	6	±7	2.0	±0.2	
E1 – E4	99	±2	42	25	15	11	7	±11	2.2	±0.3	
E5 – E9	99	±2	55	19	12	8	6	±8	1.9	±0.2	
Officers	100	±1	61	24	11	1	3	±13	1.6	±0.3	
O1 – O3	100	±1	60	31	7	1	1	±17	1.5	±0.2	
O4 – O6	100	±1	NR	10	NR	1	NR	±7	2.0	±0.7	
COAST GUARD	100	±1	69	17	9	3	2	±3	1.5	±0.1	
White	100	±1	70	16	9	3	2	±4	1.5	±0.1	
Black	99	±1	65	19	9	4	3	±4	1.6	±0.1	
Hispanic	99	±1	65	17	10	5	3	±5	1.6	±0.1	
Other Race/Ethnicity	99	±1	63	21	9	4	2	±6	1.6	±0.2	
Enlisted	99	±1	68	16	10	4	2	±3	1.6	±0.1	
Officers	100	±1	72	19	5	2	2	±4	1.4	±0.1	
Male	100	±1	69	17	9	3	2	±3	1.5	±0.1	
Female	99	±1	65	19	9	5	2	±3	1.6	±0.1	
Not Deployed Past 12 Months	99	±1	70	17	9	3	2	±3	1.5	±0.1	
Deployed Past 12 Months	100	±1	65	18	11	3	3	±6	1.6	±0.2	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

k. Feeling emotionally numb or being unable to have loving feelings for those close to you?



















































1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	66	16	9	5	3	±2	1.6	±0.1	
Army	99	±1	61	18	11	7	4	±3	1.8	±0.1	
Navy	99	±1	65	17	11	5	3	±3	1.6	±0.1	
Marine Corps	99	±1	63	17	10	7	4	±4	1.7	±0.1	
Air Force	99	±1	80	12	5	2	1	±2	1.3	±0.1	
Enlisted	99	±1	65	16	10	6	3	±2	1.7	±0.1	
E1 – E4	99	±1	61	15	13	6	4	±3	1.8	±0.1	
E5 – E9	99	±1	67	17	8	5	2	±2	1.6	±0.1	
Officers	100	±1	76	15	5	3	1	±3	1.4	±0.1	
O1 – O3	100	±1	75	16	5	3	1	±4	1.4	±0.1	
O4 – O6	99	±1	79	13	6	2	1	±4	1.3	±0.1	
Male	99	±1	66	16	9	5	3	±2	1.6	±0.1	
Female	99	±1	71	14	10	4	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	69	15	9	5	3	±2	1.6	±0.1	
Deployed Past 12 Months	99	±1	62	17	11	6	3	±2	1.7	±0.1	
WHITE	99	±1	67	16	9	5	3	±2	1.6	±0.1	
Army	99	±1	61	17	10	8	4	±3	1.8	±0.1	
Navy	99	±1	65	18	10	5	2	±4	1.6	±0.1	
Marine Corps	99	±1	62	17	10	7	4	±5	1.7	±0.2	
Air Force	99	±1	80	12	5	2	1	±3	1.3	±0.1	
Enlisted	99	±1	65	16	10	6	3	±2	1.7	±0.1	
E1 – E4	99	±1	61	15	13	7	4	±4	1.8	±0.1	
E5 – E9	99	±1	68	18	7	6	2	±3	1.6	±0.1	
Officers	100	±1	76	15	6	2	1	±3	1.4	±0.1	
O1 – O3	100	±1	74	17	5	3	1	±5	1.4	±0.1	
O4 – O6	99	±1	79	13	6	1	1	±4	1.3	±0.1	
BLACK	99	±1	67	14	11	4	3	±3	1.6	±0.1	
Army	99	±2	63	14	13	5	4	±5	1.7	±0.2	
Navy	99	±1	68	13	12	4	3	±4	1.6	±0.1	
Marine Corps	98	±1	58	19	11	9	3	±5	1.8	±0.2	
Air Force	99	±1	80	11	7	1	1	±4	1.3	±0.1	
Enlisted	99	±1	66	14	12	4	3	±3	1.7	±0.1	
E1 – E4	99	±2	61	12	18	5	5	±5	1.8	±0.2	
E5 – E9	99	±1	69	15	9	4	3	±3	1.6	±0.1	
Officers	99	±1	79	11	5	3	2	±4	1.4	±0.1	
O1 – O3	99	±1	79	9	6	3	3	±4	1.4	±0.1	
O4 – O6	99	±1	82	13	4	2	1	±4	1.3	±0.1	
HISPANIC	99	±1	66	16	10	5	3	±3	1.6	±0.1	
Army	99	±1	60	18	11	7	3	±5	1.7	±0.1	
Navy	99	±1	61	17	13	5	4	±5	1.7	±0.2	
Marine Corps	99	±1	69	14	9	5	3	±6	1.6	±0.2	
Air Force	100	±1	83	11	4	1	1	±5	1.3	±0.1	
Enlisted	99	±1	66	16	10	6	3	±3	1.6	±0.1	
E1 – E4	99	±1	65	16	10	7	3	±5	1.7	±0.1	
E5 – E9	99	±1	67	16	10	5	3	±3	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

42k. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	75	16	4	3	1	±6	1.4	±0.1	
O1 – O3	100	±1	78	13	4	3	1	±6	1.4	±0.1	
O4 – O6	99	±1	79	13	4	2	1	±5	1.3	±0.1	
AIAN	99	±1	52	18	14	6	10	±13	2.1	±0.4	
Army	99	±1	47	18	18	9	NR	±16	2.1	±0.5	
Navy	99	±2	56	19	10	5	11	±15	1.9	±0.4	
Marine Corps	100	±1	NR	17	NR	3	NR	±17	NR		
Air Force	100	±1	NR	NR	2	2	1	±3	1.3	±0.2	
Enlisted	99	±1	52	16	15	6	12	±15	2.1	±0.4	
E1 – E4	99	±1	47	10	17	7	NR	±14	2.4	±0.7	
E5 – E9	99	±1	57	21	13	4	5	±11	1.8	±0.3	
Officers	100	±1	NR	NR	NR	NR	1	±1	1.8	±0.4	
O1 – O3	100	±0	NR	5	NR	3	1	±5	NR		
O4 – O6	100	±1	NR	NR	1	NR	0	±2	NR		
ASIAN	99	±1	62	18	12	5	3	±4	1.7	±0.1	
Army	99	±1	53	21	12	10	4	±9	1.9	±0.2	
Navy	99	±1	62	16	14	4	3	±5	1.7	±0.1	
Marine Corps	100	±1	57	24	10	6	3	±18	1.7	±0.2	
Air Force	100	±1	78	12	7	2	1	±6	1.4	±0.1	
Enlisted	99	±1	60	18	12	6	3	±4	1.7	±0.1	
E1 – E4	99	±1	56	19	12	8	5	±8	1.9	±0.2	
E5 – E9	99	±1	63	17	12	5	2	±5	1.6	±0.1	
Officers	100	±1	73	16	7	3	1	±7	1.4	±0.2	
O1 – O3	100	±1	73	16	7	4	1	±9	1.4	±0.2	
O4 – O6	99	±1	73	17	8	2	1	±15	1.4	±0.2	
NHPI	100	±1	61	19	9	5	6	±10	1.8	±0.3	
Army	100	±0	55	25	8	6	7	±15	1.8	±0.4	
Navy	100	±1	57	11	NR	3	9	±15	2.0	±0.4	
Marine Corps	99	±2	64	20	9	5	2	±16	1.6	±0.2	
Air Force	100	±1	84	8	5	1	1	±5	1.3	±0.1	
Enlisted	100	±1	59	20	10	5	6	±10	1.8	±0.3	
Officers	100	±0	89	6	4	NR	NR	±13	1.2	±0.2	
TWO OR MORE RACES	99	±2	60	22	9	6	4	±6	1.7	±0.2	
Army	98	±3	47	33	10	7	NR	±13	1.8	±0.3	
Navy	100	±1	56	20	9	9	7	±9	1.9	±0.3	
Marine Corps	97	±5	70	9	7	NR	7	±17	1.7	±0.5	
Air Force	99	±2	77	14	6	3	1	±9	1.4	±0.2	
Enlisted	99	±2	58	21	10	7	4	±7	1.8	±0.2	
E1 – E4	99	±2	57	21	10	6	5	±11	1.8	±0.3	
E5 – E9	98	±3	60	20	9	9	2	±8	1.7	±0.2	
Officers	100	±1	69	26	2	1	NR	±14	1.4	±0.2	
O1 – O3	100	±1	69	28	2	0	0	±17	1.3	±0.2	
O4 – O6	99	±1	NR	10	1	2	NR	±7	NR		
COAST GUARD	100	±1	74	14	8	3	1	±3	1.4	±0.1	
White	100	±1	75	14	8	2	1	±4	1.4	±0.1	
Black	100	±1	73	15	6	4	2	±3	1.5	±0.1	
Hispanic	99	±1	71	14	8	4	3	±5	1.5	±0.1	
Other Race/Ethnicity	100	±1	73	11	10	4	1	±6	1.5	±0.2	
Enlisted	99	±1	74	14	8	3	1	±3	1.4	±0.1	
Officers	100	±1	78	14	6	2	0	±4	1.3	±0.1	
Male	100	±1	74	14	8	2	1	±3	1.4	±0.1	
Female	100	±1	75	14	5	4	2	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	76	13	8	2	1	±3	1.4	±0.1	
Deployed Past 12 Months	99	±2	70	16	9	4	2	±6	1.5	±0.2	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

I. Feeling as if your future will somehow be cut short?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	73	13	8	4	2	±2	1.5	±0.1	
Army	99	±1	69	14	9	5	3	±2	1.6	±0.1	
Navy	99	±1	69	14	9	5	3	±3	1.6	±0.1	
Marine Corps	100	±1	70	14	7	6	3	±4	1.6	±0.1	
Air Force	99	±1	86	8	4	1	1	±2	1.2	±0.1	
Enlisted	99	±1	72	13	8	5	3	±2	1.5	±0.1	
E1 – E4	100	±1	66	14	10	5	4	±3	1.7	±0.1	
E5 – E9	99	±1	76	11	7	4	2	±2	1.4	±0.1	
Officers	100	±1	81	12	4	2	1	±2	1.3	±0.1	
O1 – O3	100	±1	80	13	4	2	1	±3	1.3	±0.1	
O4 – O6	100	±1	82	12	4	1	1	±3	1.3	±0.1	
Male	99	±1	72	13	8	4	3	±2	1.5	±0.1	
Female	99	±1	79	11	7	3	1	±3	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	75	12	7	3	2	±2	1.5	±0.1	
Deployed Past 12 Months	100	±1	70	14	8	5	3	±2	1.6	±0.1	
WHITE	100	±1	74	13	7	4	2	±2	1.5	±0.1	
Army	100	±1	70	14	9	4	3	±3	1.6	±0.1	
Navy	100	±1	71	15	8	5	2	±4	1.5	±0.1	
Marine Corps	100	±1	70	14	7	6	3	±5	1.6	±0.2	
Air Force	99	±1	86	8	4	1	1	±3	1.2	±0.1	
Enlisted	100	±1	72	13	8	5	2	±2	1.5	±0.1	
E1 – E4	100	±1	66	15	10	5	3	±4	1.6	±0.1	
E5 – E9	99	±1	78	11	6	4	2	±3	1.4	±0.1	
Officers	100	±1	82	12	4	1	1	±3	1.3	±0.1	
O1 – O3	100	±1	81	12	4	2	1	±4	1.3	±0.1	
O4 – O6	100	±1	83	12	4	0	1	±4	1.2	±0.1	
BLACK	99	±1	73	11	9	4	3	±3	1.5	±0.1	
Army	99	±1	72	11	9	4	4	±5	1.6	±0.1	
Navy	100	±1	69	13	12	4	4	±4	1.6	±0.1	
Marine Corps	99	±1	68	11	12	5	4	±6	1.6	±0.2	
Air Force	99	±1	83	9	5	2	1	±4	1.3	±0.1	
Enlisted	99	±1	72	11	10	4	3	±3	1.5	±0.1	
E1 – E4	99	±2	65	11	13	6	5	±5	1.7	±0.2	
E5 – E9	100	±1	76	11	8	3	2	±3	1.4	±0.1	
Officers	99	±1	83	10	4	2	1	±3	1.3	±0.1	
O1 – O3	99	±1	80	11	5	2	1	±5	1.3	±0.1	
O4 – O6	99	±1	85	11	3	1	1	±4	1.2	±0.1	
HISPANIC	99	±1	73	12	8	4	2	±3	1.5	±0.1	
Army	99	±1	69	14	9	6	2	±4	1.6	±0.1	
Navy	99	±1	67	15	9	6	3	±5	1.6	±0.2	
Marine Corps	99	±1	74	12	8	3	3	±6	1.5	±0.2	
Air Force	100	±1	88	8	4	0	0	±5	1.2	±0.1	
Enlisted	99	±1	73	12	8	4	2	±3	1.5	±0.1	
E1 – E4	99	±1	72	13	8	5	2	±5	1.5	±0.1	
E5 – E9	99	±1	74	12	8	4	2	±3	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

42l. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	77	15	3	3	1	±5	1.4	±0.1	
O1 – O3	100	±1	79	11	4	5	1	±7	1.4	±0.2	
O4 – O6	99	±1	78	15	3	2	1	±7	1.3	±0.1	
AIAN	100	±1	65	14	8	7	6	±12	1.7	±0.3	
Army	100	±1	65	14	10	4	NR	±14	1.8	±0.5	
Navy	99	±2	62	16	9	3	10	±15	1.8	±0.4	
Marine Corps	100	±1	NR	NR	6	NR	1	±5	NR		
Air Force	100	±1	89	6	3	1	0	±6	1.2	±0.1	
Enlisted	99	±1	63	14	8	8	6	±14	1.8	±0.4	
E1 – E4	99	±1	52	16	11	NR	NR	±15	2.1	±0.6	
E5 – E9	100	±1	75	12	5	4	4	±10	1.5	±0.3	
Officers	100	±1	NR	NR	NR	1	2	±2	1.4	±0.4	
O1 – O3	100	±0	87	6	3	2	2	±12	1.3	±0.2	
O4 – O6	100	±1	NR	NR	NR	1	1	±3	NR		
ASIAN	99	±1	64	17	10	6	2	±4	1.6	±0.1	
Army	98	±3	57	19	11	9	4	±9	1.8	±0.2	
Navy	100	±1	62	19	11	5	2	±5	1.7	±0.1	
Marine Corps	99	±1	60	24	10	3	2	±18	1.6	±0.2	
Air Force	100	±1	80	9	7	3	1	±6	1.3	±0.2	
Enlisted	99	±1	62	18	11	6	2	±4	1.7	±0.1	
E1 – E4	100	±1	57	21	11	7	4	±8	1.8	±0.2	
E5 – E9	99	±2	67	16	11	5	1	±4	1.6	±0.1	
Officers	100	±1	74	13	6	4	3	±8	1.5	±0.2	
O1 – O3	100	±1	74	11	5	6	NR	±10	1.5	±0.3	
O4 – O6	100	±1	75	15	NR	1	1	±14	1.4	±0.2	
NHPI	100	±1	60	16	14	5	6	±10	1.8	±0.3	
Army	100	±0	52	19	15	6	8	±16	2.0	±0.4	
Navy	99	±1	58	12	NR	3	NR	±15	1.9	±0.4	
Marine Corps	100	±0	69	14	NR	1	1	±14	1.5	±0.3	
Air Force	100	±1	87	7	3	2	1	±5	1.2	±0.1	
Enlisted	100	±1	60	14	15	5	6	±10	1.8	±0.3	
Officers	100	±0	NR	NR	2	1	NR	±4	NR		
TWO OR MORE RACES	99	±2	72	13	7	4	4	±6	1.6	±0.2	
Army	98	±3	66	20	9	2	4	±13	1.6	±0.3	
Navy	100	±1	66	12	8	6	7	±9	1.8	±0.3	
Marine Corps	97	±5	NR	10	7	NR	8	±16	1.9	±0.5	
Air Force	100	±1	89	7	2	2	0	±5	1.2	±0.1	
Enlisted	99	±2	72	12	7	5	5	±7	1.6	±0.2	
E1 – E4	99	±2	70	11	7	5	6	±10	1.7	±0.3	
E5 – E9	98	±3	73	14	7	4	3	±8	1.5	±0.2	
Officers	100	±1	72	20	4	1	3	±15	1.4	±0.3	
O1 – O3	100	±1	70	NR	5	1	1	±17	1.4	±0.2	
O4 – O6	100	±1	NR	NR	3	1	NR	±4	NR		
COAST GUARD	100	±1	81	10	5	2	1	±3	1.3	±0.1	
White	100	±1	82	10	5	2	1	±3	1.3	±0.1	
Black	100	±1	77	13	6	3	1	±3	1.4	±0.1	
Hispanic	99	±1	77	12	6	4	1	±5	1.4	±0.1	
Other Race/Ethnicity	100	±1	78	12	7	2	1	±5	1.4	±0.1	
Enlisted	99	±1	80	10	6	3	1	±3	1.3	±0.1	
Officers	100	±1	83	11	3	2	1	±4	1.3	±0.1	
Male	100	±1	80	11	6	2	1	±3	1.3	±0.1	
Female	99	±1	84	7	5	3	1	±3	1.3	±0.1	
Not Deployed Past 12 Months	100	±1	81	10	5	3	1	±3	1.3	±0.1	
Deployed Past 12 Months	99	±2	79	12	5	2	2	±5	1.3	±0.1	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

m. Trouble falling or staying asleep?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	53	18	12	10	7	±2	2.0	±0.1	
Army	99	±1	45	20	13	11	10	±3	2.2	±0.1	
Navy	99	±1	54	17	13	10	5	±3	2.0	±0.1	
Marine Corps	99	±1	52	17	12	11	8	±4	2.1	±0.1	
Air Force	99	±1	64	17	10	6	3	±3	1.7	±0.1	
Enlisted	99	±1	51	18	13	10	8	±2	2.1	±0.1	
E1 – E4	99	±1	49	17	13	11	10	±3	2.2	±0.1	
E5 – E9	99	±1	53	19	12	10	6	±2	2.0	±0.1	
Officers	99	±1	61	20	10	6	3	±3	1.7	±0.1	
O1 – O3	99	±1	63	18	11	5	2	±4	1.6	±0.1	
O4 – O6	99	±1	58	22	9	7	4	±4	1.8	±0.1	
Male	99	±1	53	18	12	10	7	±2	2.0	±0.1	
Female	99	±1	52	19	12	10	7	±3	2.0	±0.1	
Not Deployed Past 12 Months	99	±1	56	17	12	9	6	±2	1.9	±0.1	
Deployed Past 12 Months	99	±1	48	20	13	11	8	±2	2.1	±0.1	
WHITE	99	±1	53	19	12	10	7	±2	2.0	±0.1	
Army	100	±1	46	20	13	11	10	±3	2.2	±0.1	
Navy	99	±1	54	18	12	11	5	±4	1.9	±0.1	
Marine Corps	99	±2	51	18	11	11	8	±5	2.1	±0.2	
Air Force	99	±1	64	17	10	5	3	±3	1.7	±0.1	
Enlisted	99	±1	51	18	12	11	8	±2	2.1	±0.1	
E1 – E4	99	±1	48	18	13	12	10	±4	2.2	±0.1	
E5 – E9	99	±1	54	18	12	10	6	±3	1.9	±0.1	
Officers	99	±1	62	19	10	6	3	±3	1.7	±0.1	
O1 – O3	99	±1	64	17	11	5	2	±5	1.6	±0.1	
O4 – O6	99	±1	59	22	9	7	3	±5	1.7	±0.1	
BLACK	99	±1	53	18	12	10	8	±3	2.0	±0.1	
Army	99	±2	47	19	13	11	11	±5	2.2	±0.2	
Navy	99	±1	57	15	13	10	5	±4	1.9	±0.1	
Marine Corps	98	±1	52	17	13	11	7	±6	2.0	±0.2	
Air Force	98	±2	61	18	10	6	5	±4	1.8	±0.1	
Enlisted	99	±1	52	17	13	10	8	±3	2.0	±0.1	
E1 – E4	98	±2	50	14	16	10	10	±5	2.2	±0.2	
E5 – E9	99	±1	53	19	11	10	7	±3	2.0	±0.1	
Officers	99	±1	60	19	9	7	5	±4	1.8	±0.1	
O1 – O3	99	±1	62	19	10	5	5	±5	1.7	±0.1	
O4 – O6	99	±1	64	20	6	7	4	±5	1.7	±0.1	
HISPANIC	99	±1	54	17	14	9	6	±3	2.0	±0.1	
Army	100	±1	46	20	14	11	8	±5	2.2	±0.2	
Navy	99	±1	53	17	16	7	7	±5	2.0	±0.2	
Marine Corps	98	±3	60	13	12	9	6	±6	1.9	±0.2	
Air Force	100	±1	67	15	11	5	1	±6	1.6	±0.2	
Enlisted	99	±1	54	17	14	9	7	±3	2.0	±0.1	
E1 – E4	99	±2	54	16	13	9	7	±5	2.0	±0.2	
E5 – E9	100	±1	53	18	14	8	6	±4	2.0	±0.1	

Note. Percent responding are active duty members who answered the question.

42m. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	58	18	12	9	3	±6	1.8	±0.2	
O1 – O3	100	±1	63	15	13	6	3	±8	1.7	±0.2	
O4 – O6	99	±1	57	22	8	9	4	±8	1.8	±0.2	
AIAN	99	±1	40	16	15	12	17	±13	2.5	±0.4	
Army	99	±1	34	15	16	14	NR	±13	2.8	±0.5	
Navy	99	±2	43	19	20	9	9	±13	2.2	±0.3	
Marine Corps	100	±0	NR	12	14	NR	NR	±15	NR		
Air Force	100	±1	64	NR	7	5	2	±17	1.6	±0.3	
Enlisted	99	±1	41	16	15	13	16	±13	2.5	±0.4	
E1 – E4	99	±1	40	11	14	10	NR	±14	2.7	±0.6	
E5 – E9	100	±1	41	21	15	16	6	±11	2.2	±0.3	
Officers	100	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	100	±1	NR	10	8	2	4	±10	1.5	±0.4	
O4 – O6	99	±1	NR	NR	NR	NR	NR		NR		
ASIAN	99	±1	55	18	14	9	4	±4	1.9	±0.1	
Army	99	±1	47	18	15	15	6	±8	2.2	±0.2	
Navy	99	±1	55	20	13	7	5	±5	1.9	±0.1	
Marine Corps	100	±1	51	19	NR	6	5	±12	1.9	±0.3	
Air Force	98	±4	66	16	10	6	2	±6	1.6	±0.1	
Enlisted	99	±1	53	18	14	9	5	±4	2.0	±0.1	
E1 – E4	98	±3	51	17	14	11	7	±7	2.1	±0.2	
E5 – E9	99	±1	54	19	15	8	4	±5	1.9	±0.1	
Officers	100	±1	63	18	10	7	2	±7	1.7	±0.2	
O1 – O3	100	±1	65	16	8	8	2	±11	1.7	±0.3	
O4 – O6	100	±1	59	22	13	3	2	±14	1.7	±0.2	
NHPI	99	±1	40	29	11	11	10	±10	2.2	±0.3	
Army	99	±2	29	37	9	14	11	±16	2.4	±0.4	
Navy	99	±1	47	14	NR	6	12	±14	2.2	±0.4	
Marine Corps	100	±1	43	21	15	NR	6	±16	2.2	±0.4	
Air Force	99	±1	69	16	6	5	3	±8	1.6	±0.2	
Enlisted	99	±1	39	28	11	12	10	±11	2.3	±0.3	
Officers	99	±1	NR	NR	5	2	1	±7	1.6	±0.4	
TWO OR MORE RACES	99	±1	46	18	15	14	7	±6	2.2	±0.2	
Army	99	±2	40	22	14	18	6	±12	2.3	±0.4	
Navy	100	±1	48	16	14	12	10	±9	2.2	±0.3	
Marine Corps	97	±5	NR	11	NR	NR	8	±15	2.5	±0.5	
Air Force	100	±1	57	18	10	9	6	±9	1.9	±0.3	
Enlisted	99	±1	46	16	15	15	8	±7	2.2	±0.2	
E1 – E4	99	±2	45	16	16	15	7	±10	2.2	±0.3	
E5 – E9	99	±2	47	17	14	13	9	±8	2.2	±0.3	
Officers	100	±1	48	28	13	8	4	±14	1.9	±0.3	
O1 – O3	100	±1	47	30	13	9	1	±18	1.9	±0.3	
O4 – O6	100	±1	NR	NR	NR	5	NR	±4	2.2	±0.6	
COAST GUARD	100	±1	61	17	11	7	3	±3	1.7	±0.1	
White	100	±1	63	16	11	7	3	±4	1.7	±0.1	
Black	99	±1	60	18	10	7	6	±4	1.8	±0.1	
Hispanic	99	±1	58	20	10	7	5	±5	1.8	±0.1	
Other Race/Ethnicity	100	±1	56	20	11	8	4	±6	1.8	±0.2	
Enlisted	100	±1	61	17	11	7	4	±3	1.8	±0.1	
Officers	100	±1	62	19	12	5	2	±4	1.7	±0.1	
Male	100	±1	62	17	11	7	3	±3	1.7	±0.1	
Female	99	±1	56	20	10	9	5	±3	1.9	±0.1	
Not Deployed Past 12 Months	100	±1	63	17	10	7	3	±3	1.7	±0.1	
Deployed Past 12 Months	100	±1	55	18	15	6	6	±6	1.9	±0.2	

NR: Not reportable



42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

n. Feeling irritable or having angry outbursts?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	56	22	12	7	4	±2	1.8	±0.1	
Army	99	±1	48	24	13	9	6	±3	2.0	±0.1	
Navy	99	±1	55	22	14	7	3	±3	1.8	±0.1	
Marine Corps	100	±1	53	19	14	9	5	±4	1.9	±0.1	
Air Force	99	±1	71	20	6	2	1	±2	1.4	±0.1	
Enlisted	99	±1	54	21	13	7	5	±2	1.9	±0.1	
E1 – E4	99	±1	51	19	15	9	6	±3	2.0	±0.1	
E5 – E9	99	±1	56	23	11	6	3	±2	1.8	±0.1	
Officers	99	±1	64	24	7	4	1	±3	1.5	±0.1	
O1 – O3	99	±1	66	21	7	4	1	±4	1.5	±0.1	
O4 – O6	99	±1	62	28	6	3	1	±4	1.5	±0.1	
Male	99	±1	55	22	12	7	4	±2	1.8	±0.1	
Female	99	±1	57	23	10	6	4	±3	1.8	±0.1	
Not Deployed Past 12 Months	99	±1	59	21	11	6	3	±2	1.7	±0.1	
Deployed Past 12 Months	99	±1	50	23	14	8	5	±2	2.0	±0.1	
WHITE	100	±1	55	23	11	7	4	±2	1.8	±0.1	
Army	100	±1	47	24	13	10	6	±3	2.0	±0.1	
Navy	99	±1	53	24	13	7	3	±4	1.8	±0.1	
Marine Corps	100	±1	52	19	14	9	6	±5	2.0	±0.2	
Air Force	99	±1	70	21	6	3	1	±3	1.4	±0.1	
Enlisted	100	±1	53	22	12	8	5	±2	1.9	±0.1	
E1 – E4	100	±1	51	20	14	9	7	±4	2.0	±0.1	
E5 – E9	99	±1	55	24	11	7	3	±3	1.8	±0.1	
Officers	99	±1	63	25	7	4	1	±3	1.5	±0.1	
O1 – O3	99	±1	66	22	7	5	1	±5	1.5	±0.1	
O4 – O6	99	±1	61	30	6	3	0	±5	1.5	±0.1	
BLACK	99	±1	61	18	11	6	3	±3	1.7	±0.1	
Army	99	±1	55	21	12	7	5	±5	1.9	±0.2	
Navy	99	±1	63	16	12	6	2	±4	1.7	±0.1	
Marine Corps	99	±1	58	16	14	7	4	±6	1.8	±0.2	
Air Force	99	±1	73	17	7	2	1	±4	1.4	±0.1	
Enlisted	99	±1	60	19	12	6	4	±3	1.8	±0.1	
E1 – E4	99	±2	54	19	15	8	5	±5	1.9	±0.2	
E5 – E9	99	±1	63	19	10	5	3	±3	1.7	±0.1	
Officers	99	±1	74	15	6	2	2	±4	1.4	±0.1	
O1 – O3	99	±1	73	15	7	4	2	±5	1.5	±0.1	
O4 – O6	99	±1	76	16	5	2	1	±4	1.4	±0.1	
HISPANIC	99	±1	56	20	13	6	4	±3	1.8	±0.1	
Army	99	±1	46	24	16	8	6	±5	2.0	±0.2	
Navy	99	±1	55	20	16	5	4	±5	1.8	±0.2	
Marine Corps	100	±1	60	19	10	8	3	±7	1.8	±0.2	
Air Force	100	±1	74	14	9	1	1	±6	1.4	±0.1	
Enlisted	99	±1	55	20	14	6	4	±3	1.8	±0.1	
E1 – E4	99	±1	55	18	15	7	6	±5	1.9	±0.2	
E5 – E9	100	±1	55	23	13	6	3	±3	1.8	±0.1	

Note. Percent responding are active duty members who answered the question.

42n. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	100	±1	63	22	8	5	2	±6	1.6	±0.1	
O1 – O3	100	±1	65	21	7	5	2	±8	1.6	±0.1	
O4 – O6	99	±1	61	23	7	6	2	±8	1.7	±0.2	
AIAN	100	±1	46	19	20	6	9	±14	2.1	±0.4	
Army	100	±1	44	18	21	8	NR	±14	2.2	±0.5	
Navy	99	±2	50	23	17	7	3	±13	1.9	±0.3	
Marine Corps	100	±1	NR	15	NR	3	NR	±12	NR		
Air Force	100	±1	NR	19	NR	1	1	±17	1.6	±0.3	
Enlisted	100	±1	44	18	22	6	10	±16	2.2	±0.4	
E1 – E4	100	±1	43	13	21	5	NR	±14	2.4	±0.7	
E5 – E9	100	±1	44	24	22	7	3	±12	2.0	±0.2	
Officers	100	±1	NR	NR	NR	NR	1	±2	1.7	±0.5	
O1 – O3	100	±0	NR	11	NR	2	1	±10	NR		
O4 – O6	100	±1	NR	NR	3	NR	1	±6	NR		
ASIAN	100	±1	54	25	12	5	4	±4	1.8	±0.1	
Army	100	±1	44	27	15	5	9	±9	2.1	±0.3	
Navy	100	±1	52	26	13	6	3	±5	1.8	±0.1	
Marine Corps	99	±1	51	30	10	5	4	±16	1.8	±0.2	
Air Force	100	±1	72	17	8	2	1	±6	1.4	±0.1	
Enlisted	100	±1	51	26	13	5	5	±4	1.9	±0.1	
E1 – E4	100	±1	52	23	12	5	8	±7	1.9	±0.2	
E5 – E9	100	±1	50	27	14	6	2	±5	1.8	±0.1	
Officers	99	±1	67	21	7	2	3	±7	1.5	±0.2	
O1 – O3	99	±1	69	19	5	2	4	±11	1.5	±0.3	
O4 – O6	100	±1	63	24	11	2	1	±15	1.5	±0.2	
NHPI	99	±1	45	29	12	6	7	±10	2.0	±0.3	
Army	99	±2	36	37	10	7	10	±16	2.2	±0.4	
Navy	99	±1	45	19	NR	6	NR	±13	2.1	±0.4	
Marine Corps	100	±0	48	21	16	NR	3	±17	2.0	±0.4	
Air Force	100	±1	76	16	5	2	2	±7	1.4	±0.2	
Enlisted	99	±1	45	29	12	7	8	±11	2.0	±0.3	
Officers	100	±1	NR	NR	4	2	NR	±6	NR		
TWO OR MORE RACES	99	±1	47	25	15	8	6	±6	2.0	±0.2	
Army	99	±2	37	26	22	8	7	±13	2.2	±0.4	
Navy	99	±2	49	23	13	8	8	±9	2.0	±0.3	
Marine Corps	98	±5	NR	NR	NR	NR	8	±13	2.5	±0.5	
Air Force	100	±1	66	27	4	2	0	±9	1.4	±0.2	
Enlisted	99	±2	46	23	16	9	6	±7	2.1	±0.2	
E1 – E4	99	±2	44	17	21	11	8	±10	2.2	±0.3	
E5 – E9	99	±2	48	31	11	7	3	±8	1.9	±0.2	
Officers	100	±1	59	33	4	1	3	±14	1.6	±0.2	
O1 – O3	100	±1	59	35	4	1	1	±17	1.5	±0.2	
O4 – O6	100	±1	NR	NR	4	2	NR	±4	1.9	±0.7	
COAST GUARD	100	±1	67	19	9	3	2	±3	1.5	±0.1	
White	100	±1	67	19	9	3	1	±4	1.5	±0.1	
Black	99	±1	71	16	8	3	2	±3	1.5	±0.1	
Hispanic	99	±1	63	20	9	4	3	±5	1.6	±0.1	
Other Race/Ethnicity	100	±1	61	21	11	5	2	±6	1.7	±0.2	
Enlisted	100	±1	67	18	9	3	2	±3	1.5	±0.1	
Officers	99	±1	64	24	7	4	1	±5	1.5	±0.1	
Male	100	±1	67	19	9	3	1	±3	1.5	±0.1	
Female	100	±1	63	20	9	5	3	±3	1.6	±0.1	
Not Deployed Past 12 Months	100	±1	68	19	9	3	1	±3	1.5	±0.1	
Deployed Past 12 Months	100	±1	62	20	10	5	3	±6	1.7	±0.2	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

o. Having difficulty concentrating?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	55	23	11	7	4	±2	1.8	±0.1	
Army	99	±1	49	23	13	10	6	±3	2.0	±0.1	
Navy	99	±1	53	24	12	7	4	±3	1.8	±0.1	
Marine Corps	99	±1	52	23	12	9	4	±4	1.9	±0.1	
Air Force	99	±1	69	20	7	3	1	±2	1.5	±0.1	
Enlisted	99	±1	53	22	12	8	4	±2	1.9	±0.1	
E1 – E4	99	±1	49	22	14	9	6	±3	2.0	±0.1	
E5 – E9	99	±1	56	23	11	7	3	±2	1.8	±0.1	
Officers	100	±1	65	23	6	4	1	±3	1.5	±0.1	
O1 – O3	100	±1	66	22	6	5	1	±4	1.5	±0.1	
O4 – O6	99	±1	63	26	6	3	1	±4	1.5	±0.1	
Male	99	±1	55	22	11	7	4	±2	1.8	±0.1	
Female	99	±1	54	24	11	7	4	±3	1.8	±0.1	
Not Deployed Past 12 Months	99	±1	58	21	10	7	4	±2	1.8	±0.1	
Deployed Past 12 Months	99	±1	50	24	13	9	4	±2	1.9	±0.1	
WHITE	99	±1	55	23	10	7	4	±2	1.8	±0.1	
Army	100	±1	49	22	12	10	6	±3	2.0	±0.1	
Navy	99	±1	53	26	11	7	3	±4	1.8	±0.1	
Marine Corps	99	±1	51	24	12	9	4	±5	1.9	±0.2	
Air Force	99	±1	69	20	7	3	1	±3	1.5	±0.1	
Enlisted	99	±1	53	22	12	8	5	±2	1.9	±0.1	
E1 – E4	99	±1	49	21	14	10	6	±4	2.0	±0.1	
E5 – E9	99	±1	57	23	10	7	3	±3	1.8	±0.1	
Officers	100	±1	65	24	6	4	1	±3	1.5	±0.1	
O1 – O3	100	±1	67	21	6	5	1	±5	1.5	±0.1	
O4 – O6	99	±1	64	27	5	3	1	±5	1.5	±0.1	
BLACK	99	±1	59	20	12	6	4	±3	1.8	±0.1	
Army	99	±2	54	22	12	7	5	±5	1.9	±0.1	
Navy	99	±1	60	18	12	6	3	±4	1.8	±0.1	
Marine Corps	98	±2	55	18	16	8	3	±6	1.9	±0.2	
Air Force	99	±1	70	18	8	3	1	±4	1.5	±0.1	
Enlisted	99	±1	58	20	12	6	4	±3	1.8	±0.1	
E1 – E4	98	±2	53	19	15	7	5	±5	1.9	±0.2	
E5 – E9	99	±1	61	20	11	6	3	±3	1.7	±0.1	
Officers	99	±1	68	18	7	4	2	±4	1.5	±0.1	
O1 – O3	99	±1	68	18	8	4	2	±5	1.5	±0.1	
O4 – O6	99	±1	70	19	7	3	1	±5	1.5	±0.1	
HISPANIC	99	±1	53	22	14	7	4	±3	1.8	±0.1	
Army	99	±1	44	26	16	9	4	±5	2.0	±0.1	
Navy	99	±1	51	22	17	6	4	±5	1.9	±0.2	
Marine Corps	100	±1	58	22	10	7	4	±6	1.8	±0.2	
Air Force	99	±2	71	17	9	3	1	±6	1.5	±0.1	
Enlisted	99	±1	52	22	15	7	4	±3	1.9	±0.1	
E1 – E4	99	±1	50	23	15	7	4	±5	1.9	±0.2	
E5 – E9	99	±1	54	22	14	7	3	±3	1.8	±0.1	

Note. Percent responding are active duty members who answered the question.

420. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	99	±1	63	22	8	5	2	±6	1.6	±0.1	
O1 – O3	99	±1	64	23	6	4	3	±8	1.6	±0.2	
O4 – O6	99	±1	64	20	8	6	2	±8	1.6	±0.2	
AIAN	100	±1	39	28	13	11	9	±12	2.3	±0.3	
Army	100	±1	35	25	12	9	NR	±13	2.5	±0.6	
Navy	99	±2	48	27	12	9	4	±12	1.9	±0.3	
Marine Corps	100	±1	NR	18	NR	NR	2	±15	NR		
Air Force	100	±1	42	NR	6	2	1	±16	1.7	±0.2	
Enlisted	100	±1	38	30	14	12	6	±12	2.2	±0.3	
E1 – E4	100	±1	41	16	17	NR	NR	±14	2.4	±0.5	
E5 – E9	100	±1	36	44	10	7	3	±11	2.0	±0.1	
Officers	100	±1	NR	NR	8	NR	NR	±15	NR		
O1 – O3	100	±0	NR	12	4	2	NR	±11	NR		
O4 – O6	100	±1	NR	NR	NR	NR	NR		NR		
ASIAN	99	±1	50	25	13	8	3	±4	1.9	±0.1	
Army	99	±1	44	22	15	15	4	±9	2.1	±0.2	
Navy	99	±1	47	30	13	6	3	±5	1.9	±0.1	
Marine Corps	99	±1	44	28	15	9	4	±16	2.0	±0.3	
Air Force	99	±1	68	19	9	3	2	±6	1.5	±0.1	
Enlisted	99	±1	48	25	14	9	4	±4	1.9	±0.1	
E1 – E4	99	±1	48	25	14	9	5	±7	2.0	±0.2	
E5 – E9	99	±1	49	26	13	9	3	±5	1.9	±0.2	
Officers	100	±1	61	23	10	5	1	±8	1.6	±0.2	
O1 – O3	100	±1	62	24	7	5	1	±9	1.6	±0.2	
O4 – O6	100	±1	61	20	15	3	1	±17	1.6	±0.3	
NHPI	100	±1	41	31	15	6	7	±10	2.0	±0.3	
Army	100	±0	32	39	15	6	9	±16	2.2	±0.4	
Navy	100	±1	43	19	24	7	NR	±18	2.2	±0.4	
Marine Corps	100	±1	45	35	11	7	1	±16	1.8	±0.2	
Air Force	99	±1	73	14	8	4	1	±8	1.5	±0.2	
Enlisted	100	±1	41	31	16	6	7	±11	2.1	±0.3	
Officers	100	±0	NR	NR	4	2	NR	±6	NR		
TWO OR MORE RACES	99	±1	45	27	14	10	5	±6	2.0	±0.2	
Army	99	±2	34	28	22	13	3	±13	2.2	±0.3	
Navy	100	±1	43	25	11	11	9	±9	2.2	±0.3	
Marine Corps	97	±5	NR	NR	12	4	8	±13	2.0	±0.4	
Air Force	100	±1	62	24	6	7	1	±9	1.6	±0.2	
Enlisted	99	±1	44	25	15	11	5	±7	2.1	±0.2	
E1 – E4	99	±2	43	23	16	12	6	±10	2.1	±0.3	
E5 – E9	99	±2	46	27	13	9	4	±8	2.0	±0.2	
Officers	100	±1	51	35	6	4	4	±13	1.7	±0.3	
O1 – O3	100	±1	49	36	8	NR	2	±17	1.7	±0.3	
O4 – O6	100	±1	NR	NR	4	3	NR	±4	1.9	±0.6	
COAST GUARD	100	±1	63	21	10	4	2	±3	1.6	±0.1	
White	100	±1	64	20	10	4	2	±4	1.6	±0.1	
Black	100	±1	64	22	9	4	2	±4	1.6	±0.1	
Hispanic	99	±1	60	24	9	5	3	±5	1.7	±0.1	
Other Race/Ethnicity	100	±1	54	25	14	3	3	±7	1.8	±0.2	
Enlisted	100	±1	63	20	10	4	2	±3	1.6	±0.1	
Officers	100	±1	62	25	9	3	1	±5	1.6	±0.1	
Male	100	±1	63	21	10	4	2	±3	1.6	±0.1	
Female	99	±1	59	24	9	6	2	±3	1.7	±0.1	
Not Deployed Past 12 Months	100	±1	64	21	9	4	2	±3	1.6	±0.1	
Deployed Past 12 Months	100	±1	58	23	14	3	2	±6	1.7	±0.2	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

p. Being "super alert" or watchful on guard?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	64	16	12	6	3	±2	1.7	±0.1	
Army	100	±1	56	18	13	8	5	±3	1.9	±0.1	
Navy	100	±1	63	15	14	5	3	±3	1.7	±0.1	
Marine Corps	100	±1	58	17	14	7	4	±4	1.8	±0.1	
Air Force	99	±1	79	11	6	3	1	±2	1.4	±0.1	
Enlisted	99	±1	60	16	13	6	4	±2	1.8	±0.1	
E1 – E4	99	±1	57	16	15	7	4	±3	1.9	±0.1	
E5 – E9	99	±1	63	17	11	6	3	±2	1.7	±0.1	
Officers	100	±1	79	12	6	2	1	±2	1.3	±0.1	
O1 – O3	100	±1	79	11	6	2	1	±3	1.3	±0.1	
O4 – O6	100	±1	81	11	5	2	1	±3	1.3	±0.1	
Male	100	±1	62	16	12	6	4	±2	1.7	±0.1	
Female	99	±1	72	13	9	4	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	67	14	11	5	3	±2	1.6	±0.1	
Deployed Past 12 Months	99	±1	57	18	14	7	4	±2	1.8	±0.1	
WHITE	100	±1	66	15	11	5	3	±2	1.6	±0.1	
Army	100	±1	58	19	12	7	5	±3	1.8	±0.1	
Navy	100	±1	67	14	14	4	2	±4	1.6	±0.1	
Marine Corps	100	±1	60	17	14	7	3	±5	1.8	±0.2	
Air Force	99	±1	80	11	6	3	1	±3	1.3	±0.1	
Enlisted	100	±1	62	16	12	6	3	±2	1.7	±0.1	
E1 – E4	100	±1	58	16	16	7	4	±4	1.8	±0.1	
E5 – E9	99	±1	66	17	10	5	3	±3	1.6	±0.1	
Officers	100	±1	81	12	5	2	1	±3	1.3	±0.1	
O1 – O3	100	±1	80	11	5	2	1	±4	1.3	±0.1	
O4 – O6	100	±1	83	11	4	2	0	±4	1.3	±0.1	
BLACK	99	±1	62	14	12	7	4	±3	1.8	±0.1	
Army	99	±1	58	15	12	9	6	±5	1.9	±0.2	
Navy	99	±1	62	14	15	6	4	±4	1.7	±0.1	
Marine Corps	99	±1	55	18	15	7	6	±5	1.9	±0.2	
Air Force	100	±1	76	11	8	4	1	±4	1.4	±0.1	
Enlisted	99	±1	61	15	13	7	5	±3	1.8	±0.1	
E1 – E4	99	±2	60	14	14	7	5	±5	1.8	±0.2	
E5 – E9	100	±1	62	15	12	7	4	±3	1.8	±0.1	
Officers	99	±1	76	12	7	4	2	±4	1.4	±0.1	
O1 – O3	99	±1	74	12	9	3	2	±5	1.5	±0.1	
O4 – O6	99	±1	80	12	4	2	2	±4	1.3	±0.1	
HISPANIC	99	±1	60	16	13	7	4	±3	1.8	±0.1	
Army	100	±1	53	19	14	8	6	±5	1.9	±0.2	
Navy	99	±1	57	18	16	5	4	±5	1.8	±0.2	
Marine Corps	99	±2	61	15	12	7	4	±6	1.8	±0.2	
Air Force	100	±1	78	11	6	4	1	±5	1.4	±0.1	
Enlisted	99	±1	59	16	13	7	4	±3	1.8	±0.1	
E1 – E4	99	±2	57	16	13	9	4	±5	1.9	±0.2	
E5 – E9	100	±1	61	17	13	5	4	±3	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

42p. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	99	±1	75	15	6	3	1	±5	1.4	±0.1	
O1 – O3	100	±1	78	11	8	2	2	±6	1.4	±0.1	
O4 – O6	99	±2	73	15	5	5	2	±8	1.5	±0.2	
AIAN	100	±1	45	20	17	7	10	±13	2.2	±0.4	
Army	100	±1	42	19	20	8	NR	±17	2.3	±0.5	
Navy	99	±2	57	18	17	6	2	±13	1.8	±0.3	
Marine Corps	100	±1	NR	15	NR	8	NR	±15	NR		
Air Force	100	±1	NR	NR	5	4	1	±4	1.6	±0.2	
Enlisted	100	±1	45	23	15	7	11	±16	2.2	±0.4	
E1 – E4	99	±1	44	10	19	8	NR	±14	2.5	±0.7	
E5 – E9	100	±1	45	35	11	5	3	±12	1.9	±0.2	
Officers	100	±1	NR	6	NR	NR	NR	±5	2.2	±0.7	
O1 – O3	100	±0	NR	7	5	3	NR	±8	NR		
O4 – O6	100	±1	NR	5	NR	NR	1	±8	NR		
ASIAN	100	±1	56	19	15	6	3	±4	1.8	±0.1	
Army	100	±1	49	21	20	6	4	±8	1.9	±0.2	
Navy	100	±1	52	21	15	8	4	±5	1.9	±0.2	
Marine Corps	99	±1	54	26	10	5	5	±17	1.8	±0.3	
Air Force	100	±1	74	10	12	2	1	±7	1.4	±0.2	
Enlisted	100	±1	53	21	16	7	4	±4	1.9	±0.1	
E1 – E4	100	±1	51	21	17	6	5	±7	1.9	±0.2	
E5 – E9	100	±1	54	21	16	7	3	±5	1.8	±0.1	
Officers	99	±1	73	12	10	3	2	±8	1.5	±0.2	
O1 – O3	100	±1	73	12	10	NR	0	±10	1.5	±0.2	
O4 – O6	100	±1	73	11	11	1	NR	±15	1.6	±0.4	
NHPI	100	±1	52	18	14	9	6	±9	2.0	±0.3	
Army	100	±0	47	22	10	12	8	±15	2.1	±0.4	
Navy	98	±2	47	13	29	8	2	±17	2.0	±0.3	
Marine Corps	100	±0	51	19	22	5	2	±16	1.9	±0.3	
Air Force	100	±1	77	11	7	3	3	±7	1.4	±0.2	
Enlisted	100	±1	52	19	14	10	5	±10	2.0	±0.3	
Officers	100	±0	NR	6	2	1	NR	±9	NR		
TWO OR MORE RACES	99	±1	57	17	15	5	6	±6	1.9	±0.2	
Army	99	±2	49	19	19	6	7	±13	2.0	±0.4	
Navy	100	±1	61	18	9	7	4	±9	1.8	±0.3	
Marine Corps	98	±5	35	10	NR	5	NR	±17	2.5	±0.5	
Air Force	100	±1	72	16	7	2	3	±9	1.5	±0.2	
Enlisted	99	±1	53	18	17	5	6	±7	1.9	±0.2	
E1 – E4	99	±2	51	16	19	5	8	±12	2.0	±0.3	
E5 – E9	99	±2	56	20	15	6	4	±8	1.8	±0.2	
Officers	100	±1	78	13	5	1	NR	±12	1.4	±0.2	
O1 – O3	100	±1	82	11	4	2	0	±13	1.3	±0.2	
O4 – O6	100	±1	NR	7	5	1	NR	±6	NR		
COAST GUARD	100	±1	70	14	11	4	2	±3	1.5	±0.1	
White	100	±1	72	14	10	3	1	±4	1.5	±0.1	
Black	100	±1	64	13	15	5	3	±4	1.7	±0.1	
Hispanic	99	±1	62	18	12	6	3	±5	1.7	±0.1	
Other Race/Ethnicity	99	±1	64	13	15	5	2	±6	1.7	±0.2	
Enlisted	99	±1	68	14	12	4	2	±3	1.6	±0.1	
Officers	100	±1	77	12	7	2	1	±4	1.4	±0.1	
Male	100	±1	69	14	11	4	2	±3	1.6	±0.1	
Female	99	±1	74	13	8	3	1	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	71	13	11	3	2	±3	1.5	±0.1	
Deployed Past 12 Months	100	±1	65	18	12	4	1	±6	1.6	±0.1	

NR: Not reportable

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days.

q. Feeling jumpy or easily startled?

1. Not at all  
4. Quite a bit

2. A little bit  
5. Extremely

3. Moderately

	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
TOTAL DOD	99	±1	71	14	9	4	2	±2	1.5	±0.1	
Army	99	±1	62	18	11	6	4	±3	1.7	±0.1	
Navy	99	±1	73	14	9	2	2	±2	1.5	±0.1	
Marine Corps	99	±1	67	15	10	6	3	±4	1.6	±0.1	
Air Force	99	±1	85	8	4	2	1	±2	1.2	±0.1	
Enlisted	99	±1	68	15	10	5	3	±2	1.6	±0.1	
E1 – E4	99	±1	64	16	12	6	3	±3	1.7	±0.1	
E5 – E9	99	±1	72	14	8	4	2	±2	1.5	±0.1	
Officers	99	±1	83	11	4	2	0	±2	1.3	±0.1	
O1 – O3	99	±1	83	11	4	2	0	±3	1.2	±0.1	
O4 – O6	99	±1	84	10	4	1	0	±3	1.2	±0.1	
Male	99	±1	70	15	9	4	2	±2	1.5	±0.1	
Female	99	±1	73	13	9	4	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	75	13	7	4	2	±2	1.5	±0.1	
Deployed Past 12 Months	99	±1	64	17	11	5	3	±2	1.7	±0.1	
WHITE	99	±1	72	14	7	4	2	±2	1.5	±0.1	
Army	100	±1	63	17	10	6	4	±3	1.7	±0.1	
Navy	99	±1	75	14	7	2	2	±3	1.4	±0.1	
Marine Corps	99	±1	67	15	10	6	2	±5	1.6	±0.2	
Air Force	99	±1	86	9	3	2	1	±3	1.2	±0.1	
Enlisted	99	±1	69	15	8	5	3	±2	1.6	±0.1	
E1 – E4	100	±1	64	16	10	6	3	±4	1.7	±0.1	
E5 – E9	99	±1	74	14	6	3	3	±3	1.5	±0.1	
Officers	99	±1	84	11	4	1	0	±3	1.2	±0.1	
O1 – O3	99	±1	85	11	4	1	0	±4	1.2	±0.1	
O4 – O6	99	±1	84	11	4	1	0	±4	1.2	±0.1	
BLACK	99	±1	72	11	11	4	2	±3	1.5	±0.1	
Army	99	±1	65	13	13	6	3	±5	1.7	±0.1	
Navy	100	±1	74	10	12	2	1	±4	1.5	±0.1	
Marine Corps	99	±1	66	14	14	3	2	±6	1.6	±0.1	
Air Force	99	±1	85	7	6	2	0	±3	1.3	±0.1	
Enlisted	99	±1	71	11	12	4	2	±3	1.6	±0.1	
E1 – E4	99	±2	68	11	16	3	2	±5	1.6	±0.1	
E5 – E9	99	±1	72	12	10	5	2	±3	1.5	±0.1	
Officers	99	±1	83	10	4	2	1	±3	1.3	±0.1	
O1 – O3	99	±1	81	11	5	1	1	±4	1.3	±0.1	
O4 – O6	99	±1	86	10	2	2	0	±3	1.2	±0.1	
HISPANIC	99	±1	67	17	10	4	2	±3	1.6	±0.1	
Army	99	±1	57	22	12	5	4	±5	1.8	±0.1	
Navy	98	±2	67	15	12	3	2	±5	1.6	±0.1	
Marine Corps	99	±2	70	15	8	4	2	±6	1.5	±0.2	
Air Force	100	±1	86	7	5	2	0	±5	1.2	±0.1	
Enlisted	99	±1	66	17	11	4	2	±3	1.6	±0.1	
E1 – E4	99	±2	64	18	11	5	3	±5	1.6	±0.1	
E5 – E9	99	±1	68	16	10	3	2	±3	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

42q. Continued	Percent Responding		Percentages					Max ME	Average Amount		
			1	2	3	4	5				
Officers	99	±2	80	12	5	2	2	±5	1.4	±0.1	
O1 – O3	98	±4	80	11	5	2	1	±6	1.3	±0.1	
O4 – O6	99	±1	81	11	3	4	2	±10	1.3	±0.2	
AIAN	100	±1	56	16	14	6	8	±15	2.0	±0.4	
Army	100	±1	50	14	18	10	NR	±17	2.1	±0.5	
Navy	99	±2	64	20	9	5	1	±12	1.6	±0.2	
Marine Corps	99	±1	NR	12	NR	2	NR	±9	NR		
Air Force	100	±0	NR	NR	3	1	1	±3	1.3	±0.2	
Enlisted	100	±1	56	18	12	5	NR	±10	1.9	±0.4	
E1 – E4	99	±1	50	11	15	7	NR	±15	2.3	±0.7	
E5 – E9	100	±1	62	24	8	3	2	±11	1.6	±0.2	
Officers	100	±1	NR	5	NR	NR	1	±4	2.1	±0.7	
O1 – O3	100	±0	NR	5	4	NR	1	±6	NR		
O4 – O6	100	±1	NR	5	NR	NR	0	±7	NR		
ASIAN	99	±1	64	18	12	3	2	±4	1.6	±0.1	
Army	99	±1	56	18	18	4	4	±8	1.8	±0.2	
Navy	99	±1	61	22	11	5	1	±6	1.6	±0.1	
Marine Corps	100	±1	60	25	11	2	2	±17	1.6	±0.2	
Air Force	100	±1	81	10	7	1	1	±6	1.3	±0.1	
Enlisted	99	±1	61	19	13	4	2	±4	1.7	±0.1	
E1 – E4	99	±1	58	21	15	3	4	±7	1.7	±0.2	
E5 – E9	99	±1	63	19	12	4	2	±5	1.6	±0.1	
Officers	100	±1	76	13	7	3	0	±8	1.4	±0.2	
O1 – O3	100	±1	77	15	4	NR	1	±10	1.4	±0.2	
O4 – O6	100	±1	76	10	NR	1	0	±14	1.4	±0.3	
NHPI	100	±1	50	25	13	7	5	±11	1.9	±0.2	
Army	100	±0	40	33	13	7	7	±16	2.1	±0.4	
Navy	99	±1	50	15	NR	9	NR	±14	2.1	±0.4	
Marine Corps	100	±0	53	21	13	NR	2	±15	1.9	±0.4	
Air Force	100	±1	83	11	4	2	1	±6	1.3	±0.1	
Enlisted	100	±1	49	25	13	7	6	±11	2.0	±0.3	
Officers	100	±0	NR	NR	3	1	NR	±5	NR		
TWO OR MORE RACES	99	±2	67	16	7	7	3	±6	1.6	±0.2	
Army	99	±2	54	26	7	11	NR	±14	1.8	±0.4	
Navy	100	±1	67	13	9	5	5	±9	1.7	±0.3	
Marine Corps	97	±5	NR	9	NR	NR	NR	±10	1.8	±0.5	
Air Force	99	±3	86	8	3	3	0	±7	1.2	±0.2	
Enlisted	99	±2	65	16	8	8	3	±7	1.7	±0.2	
E1 – E4	99	±2	63	14	9	10	4	±11	1.8	±0.3	
E5 – E9	98	±3	68	18	7	5	1	±8	1.5	±0.2	
Officers	100	±1	78	17	2	1	NR	±13	1.3	±0.2	
O1 – O3	100	±1	75	22	2	1	0	±18	1.3	±0.2	
O4 – O6	100	±1	NR	6	2	0	NR	±5	NR		
COAST GUARD	100	±1	79	12	6	2	1	±3	1.3	±0.1	
White	100	±1	80	12	6	2	1	±3	1.3	±0.1	
Black	100	±1	79	11	6	3	1	±3	1.4	±0.1	
Hispanic	99	±1	76	12	7	4	1	±4	1.4	±0.1	
Other Race/Ethnicity	100	±1	75	12	10	3	1	±6	1.4	±0.2	
Enlisted	100	±1	78	13	7	2	1	±3	1.4	±0.1	
Officers	100	±1	86	8	4	1	0	±4	1.2	±0.1	
Male	100	±1	79	12	6	2	1	±3	1.3	±0.1	
Female	99	±1	78	12	6	3	2	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	80	11	6	2	1	±3	1.3	±0.1	
Deployed Past 12 Months	100	±1	76	14	6	3	1	±6	1.4	±0.1	

NR: Not reportable



## 42. Post-Traumatic Stress Disorder (PTSD) score: Constructed from Q42.

	Percent Responding		Mean	Max ME	PTSD Score
TOTAL DOD	99	±1	27.0	±0.4	
Army	99	±1	29.7	±0.7	
Navy	99	±1	26.8	±0.6	
Marine Corps	99	±1	28.1	±1.0	
Air Force	99	±1	22.2	±0.4	
Enlisted	99	±1	27.8	±0.4	
E1 – E4	99	±1	29.3	±0.7	
E5 – E9	99	±1	26.6	±0.4	
Officers	99	±1	23.0	±0.5	
O1 – O3	99	±1	22.9	±0.7	
O4 – O6	99	±1	22.8	±0.7	
Male	99	±1	27.2	±0.4	
Female	99	±1	26.2	±0.7	
Not Deployed Past 12 Months	99	±1	25.9	±0.4	
Deployed Past 12 Months	99	±1	28.9	±0.6	
WHITE	99	±1	26.5	±0.5	
Army	99	±1	29.4	±1.0	
Navy	99	±1	26.0	±0.8	
Marine Corps	99	±1	28.0	±1.4	
Air Force	99	±1	22.0	±0.5	
Enlisted	99	±1	27.5	±0.6	
E1 – E4	99	±1	29.2	±1.0	
E5 – E9	99	±1	26.0	±0.6	
Officers	100	±1	22.6	±0.6	
O1 – O3	100	±1	22.6	±0.8	
O4 – O6	100	±1	22.3	±0.8	
BLACK	99	±1	27.3	±0.7	
Army	98	±2	29.1	±1.3	
Navy	99	±1	27.2	±1.1	
Marine Corps	98	±2	28.4	±1.6	
Air Force	99	±1	23.0	±0.8	
Enlisted	98	±1	27.7	±0.8	
E1 – E4	98	±2	29.4	±1.5	
E5 – E9	99	±1	26.7	±0.8	
Officers	99	±1	23.4	±0.8	
O1 – O3	99	±1	24.0	±1.0	
O4 – O6	99	±1	22.0	±0.8	
HISPANIC	99	±1	27.3	±0.8	
Army	99	±1	30.1	±1.2	
Navy	99	±1	27.5	±1.4	
Marine Corps	98	±3	26.5	±2.0	
Air Force	98	±2	21.9	±1.0	
Enlisted	99	±1	27.6	±0.8	
E1 – E4	99	±2	28.0	±1.4	
E5 – E9	99	±1	27.3	±0.9	

Note. Percent responding are active duty members who answered the question. PTSD is a type of anxiety disorder that can be triggered by experiencing or witnessing a traumatic event that causes fear, helplessness, or horror and is characterized by persistent frightening thoughts and memories, emotional detachment or numbness, sleep problems, and a tendency to be easily startled. The scale ranges from 17 to 85. A score of 50 or higher on the Post-Traumatic Stress Disorder Checklist - Military Version (PLC-M) is considered indicative of PTSD. Cronbach's coefficient alpha = .96.

42. Continued	Percent Responding		Mean	Max ME	PTSD Score
Officers	98	±2	24.2	±1.1	
O1 – O3	98	±4	23.8	±1.1	
O4 – O6	99	±1	24.2	±1.4	
AIAN	99	±1	33.8	±4.3	
Army	99	±1	35.8	±5.8	
Navy	99	±2	30.3	±3.0	
Marine Corps	99	±1	NR		
Air Force	100	±1	23.8	±1.9	
Enlisted	99	±1	33.6	±4.8	
E1 – E4	99	±2	37.0	±8.6	
E5 – E9	100	±1	30.1	±1.7	
Officers	100	±1	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±1	NR		
ASIAN	99	±1	28.6	±1.0	
Army	98	±3	31.7	±2.4	
Navy	99	±1	29.1	±1.2	
Marine Corps	99	±1	28.8	±3.0	
Air Force	99	±1	23.3	±1.4	
Enlisted	98	±1	29.5	±1.1	
E1 – E4	99	±1	30.6	±2.0	
E5 – E9	98	±2	28.7	±1.2	
Officers	99	±1	24.5	±2.2	
O1 – O3	100	±1	24.7	±3.1	
O4 – O6	99	±1	23.8	±2.7	
NHPI	99	±1	31.9	±3.2	
Army	99	±2	34.5	±4.9	
Navy	100	±1	33.6	±6.1	
Marine Corps	98	±3	29.3	±3.9	
Air Force	99	±1	22.0	±1.4	
Enlisted	99	±1	32.4	±3.3	
Officers	100	±0	22.6	±3.6	
TWO OR MORE RACES	99	±1	28.6	±1.8	
Army	99	±2	30.4	±3.2	
Navy	100	±1	30.2	±3.9	
Marine Corps	97	±5	32.3	±4.9	
Air Force	99	±1	22.7	±1.5	
Enlisted	99	±1	29.2	±2.0	
E1 – E4	99	±2	30.4	±3.2	
E5 – E9	99	±2	27.8	±1.8	
Officers	99	±1	24.4	±2.9	
O1 – O3	99	±1	23.1	±1.6	
O4 – O6	99	±1	NR		
COAST GUARD	99	±1	23.6	±0.6	
White	100	±1	23.1	±0.7	
Black	99	±1	24.4	±0.7	
Hispanic	99	±1	25.3	±1.3	
Other Race/Ethnicity	99	±1	25.2	±1.5	
Enlisted	99	±1	23.9	±0.7	
Officers	100	±1	22.2	±0.7	
Male	99	±1	23.5	±0.6	
Female	99	±1	24.1	±1.0	
Not Deployed Past 12 Months	100	±1	23.3	±0.6	
Deployed Past 12 Months	99	±2	24.5	±1.3	

NR: Not reportable

## 43. Over the past 30 days, have you been bothered by the following problems?














































## a. Little interest or pleasure in doing things

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	65	25	7	3	±2	1.5	±0.1	
Army	100	±1	60	28	8	5	±3	1.6	±0.1	
Navy	99	±1	63	27	8	3	±3	1.5	±0.1	
Marine Corps	99	±1	62	26	8	4	±4	1.5	±0.1	
Air Force	100	±1	77	18	3	1	±2	1.3	±0.1	
Enlisted	99	±1	63	26	7	4	±2	1.5	±0.1	
E1 – E4	100	±1	59	28	9	5	±3	1.6	±0.1	
E5 – E9	99	±1	67	25	6	2	±2	1.4	±0.1	
Officers	100	±1	75	20	3	2	±3	1.3	±0.1	
O1 – O3	100	±1	75	19	4	2	±4	1.3	±0.1	
O4 – O6	99	±1	76	20	2	1	±4	1.3	±0.1	
Male	99	±1	65	25	7	3	±2	1.5	±0.1	
Female	100	±1	65	25	7	3	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	67	24	6	3	±2	1.4	±0.1	
Deployed Past 12 Months	100	±1	62	27	7	4	±2	1.5	±0.1	
WHITE	99	±1	65	25	7	3	±2	1.5	±0.1	
Army	100	±1	60	28	8	4	±3	1.6	±0.1	
Navy	99	±1	63	28	7	2	±4	1.5	±0.1	
Marine Corps	99	±1	61	26	9	4	±5	1.6	±0.1	
Air Force	100	±1	76	19	3	1	±3	1.3	±0.1	
Enlisted	99	±1	63	27	7	3	±2	1.5	±0.1	
E1 – E4	100	±1	58	28	9	5	±4	1.6	±0.1	
E5 – E9	99	±1	67	25	6	2	±3	1.4	±0.1	
Officers	100	±1	75	20	3	2	±3	1.3	±0.1	
O1 – O3	100	±1	75	20	3	2	±5	1.3	±0.1	
O4 – O6	99	±1	76	21	2	1	±4	1.3	±0.1	
BLACK	99	±1	67	22	6	4	±3	1.5	±0.1	
Army	99	±1	64	24	6	6	±5	1.5	±0.1	
Navy	99	±1	65	21	9	4	±4	1.5	±0.1	
Marine Corps	99	±1	60	26	10	4	±5	1.6	±0.1	
Air Force	99	±1	79	17	2	1	±4	1.3	±0.1	
Enlisted	99	±1	66	23	7	5	±3	1.5	±0.1	
E1 – E4	99	±1	60	26	7	7	±5	1.6	±0.1	
E5 – E9	99	±1	69	21	7	3	±3	1.4	±0.1	
Officers	100	±1	77	18	3	2	±4	1.3	±0.1	
O1 – O3	100	±0	75	20	4	2	±5	1.3	±0.1	
O4 – O6	100	±1	78	19	3	1	±5	1.3	±0.1	
HISPANIC	100	±1	67	25	6	3	±3	1.4	±0.1	
Army	99	±1	60	29	7	4	±5	1.5	±0.1	
Navy	100	±1	63	29	6	2	±5	1.5	±0.1	
Marine Corps	100	±1	69	23	6	2	±7	1.4	±0.1	
Air Force	100	±1	84	14	2	1	±4	1.2	±0.1	
Enlisted	100	±1	66	25	6	3	±3	1.5	±0.1	
E1 – E4	100	±1	67	24	7	2	±5	1.4	±0.1	
E5 – E9	100	±1	65	27	5	3	±3	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

43a. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
Officers	100	±1	77	19	3	2	±5	1.3	±0.1	
O1 – O3	100	±1	79	17	3	2	±6	1.3	±0.1	
O4 – O6	100	±1	76	19	3	2	±5	1.3	±0.1	
AIAN	100	±1	56	27	10	7	±9	1.7	±0.2	
Army	100	±1	57	22	10	NR	±14	1.7	±0.4	
Navy	100	±0	51	36	9	4	±13	1.6	±0.2	
Marine Corps	100	±0	NR	NR	NR	4	±5	1.8	±0.3	
Air Force	100	±1	81	16	2	1	±9	1.2	±0.1	
Enlisted	100	±1	54	30	9	7	±10	1.7	±0.2	
E1 – E4	100	±0	48	28	11	NR	±17	1.9	±0.4	
E5 – E9	100	±1	60	31	7	2	±10	1.5	±0.2	
Officers	100	±1	NR	12	NR	1	±14	1.5	±0.4	
O1 – O3	100	±0	NR	10	NR	2	±10	NR		
O4 – O6	100	±1	NR	NR	NR	1	±2	NR		
ASIAN	100	±1	60	29	8	3	±4	1.5	±0.1	
Army	100	±1	54	30	11	5	±9	1.7	±0.2	
Navy	99	±1	56	32	8	3	±6	1.6	±0.1	
Marine Corps	100	±1	57	33	6	5	±15	1.6	±0.2	
Air Force	100	±1	77	18	4	1	±5	1.3	±0.1	
Enlisted	100	±1	57	31	9	4	±4	1.6	±0.1	
E1 – E4	99	±1	50	34	10	5	±7	1.7	±0.1	
E5 – E9	100	±1	61	28	8	3	±5	1.5	±0.1	
Officers	100	±1	76	18	5	1	±7	1.3	±0.1	
O1 – O3	100	±1	76	17	6	1	±9	1.3	±0.2	
O4 – O6	100	±1	76	21	2	1	±12	1.3	±0.1	
NHPI	100	±1	50	33	9	9	±10	1.8	±0.2	
Army	100	±0	38	40	11	11	±16	2.0	±0.3	
Navy	100	±1	57	27	8	NR	±17	1.7	±0.3	
Marine Corps	100	±0	62	29	6	4	±14	1.5	±0.2	
Air Force	100	±1	81	15	2	2	±6	1.2	±0.1	
Enlisted	100	±1	48	34	9	9	±11	1.8	±0.2	
Officers	100	±0	92	7	1	NR	±11	1.1	±0.1	
TWO OR MORE RACES	100	±1	58	28	8	6	±6	1.6	±0.2	
Army	100	±1	48	36	8	9	±13	1.8	±0.3	
Navy	99	±2	55	24	12	8	±9	1.7	±0.2	
Marine Corps	100	±1	NR	NR	9	5	±14	1.6	±0.3	
Air Force	100	±1	71	23	5	1	±10	1.4	±0.2	
Enlisted	100	±1	55	29	10	7	±7	1.7	±0.2	
E1 – E4	100	±1	47	33	10	10	±11	1.8	±0.2	
E5 – E9	99	±1	64	23	10	3	±8	1.5	±0.2	
Officers	100	±1	74	22	2	3	±12	1.3	±0.2	
O1 – O3	100	±1	76	21	1	1	±15	1.3	±0.2	
O4 – O6	99	±1	NR	NR	2	NR	±4	1.6	±0.5	
COAST GUARD	100	±1	71	23	4	2	±3	1.4	±0.1	
White	100	±1	72	23	4	2	±4	1.4	±0.1	
Black	99	±1	71	20	5	4	±3	1.4	±0.1	
Hispanic	99	±1	66	24	6	4	±5	1.5	±0.1	
Other Race/Ethnicity	100	±1	69	23	5	3	±6	1.4	±0.1	
Enlisted	100	±1	70	22	4	3	±3	1.4	±0.1	
Officers	100	±1	73	24	3	1	±4	1.3	±0.1	
Male	100	±1	71	22	4	2	±3	1.4	±0.1	
Female	99	±1	68	23	6	3	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	71	23	4	2	±3	1.4	±0.1	
Deployed Past 12 Months	100	±1	70	22	5	3	±6	1.4	±0.1	

NR: Not reportable

## 43. Over the past 30 days, have you been bothered by the following problems?














































## b. Feeling down, depressed, or hopeless

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	67	24	6	3	±2	1.5	±0.1	
Army	99	±1	62	27	7	4	±3	1.5	±0.1	
Navy	99	±1	64	26	7	3	±3	1.5	±0.1	
Marine Corps	98	±1	64	23	8	5	±4	1.5	±0.1	
Air Force	99	±1	79	17	3	1	±2	1.3	±0.1	
Enlisted	99	±1	65	24	7	4	±2	1.5	±0.1	
E1 – E4	99	±1	58	27	9	6	±3	1.6	±0.1	
E5 – E9	99	±1	71	22	5	2	±2	1.4	±0.1	
Officers	99	±1	75	21	3	1	±3	1.3	±0.1	
O1 – O3	99	±1	74	22	3	1	±4	1.3	±0.1	
O4 – O6	99	±1	77	20	2	1	±4	1.3	±0.1	
Male	99	±1	67	23	6	3	±2	1.4	±0.1	
Female	99	±1	63	27	6	4	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	68	23	6	3	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	65	25	6	4	±2	1.5	±0.1	
WHITE	99	±1	67	24	6	3	±2	1.5	±0.1	
Army	99	±1	61	27	7	4	±3	1.5	±0.1	
Navy	99	±1	63	27	7	2	±4	1.5	±0.1	
Marine Corps	98	±2	65	23	7	5	±5	1.5	±0.1	
Air Force	99	±1	78	17	3	1	±3	1.3	±0.1	
Enlisted	99	±1	64	25	7	4	±2	1.5	±0.1	
E1 – E4	99	±1	58	26	10	6	±4	1.6	±0.1	
E5 – E9	99	±1	70	24	4	2	±3	1.4	±0.1	
Officers	99	±1	76	21	3	1	±3	1.3	±0.1	
O1 – O3	100	±1	74	22	3	1	±5	1.3	±0.1	
O4 – O6	99	±1	78	20	2	0	±4	1.3	±0.1	
BLACK	99	±1	70	21	6	3	±3	1.4	±0.1	
Army	99	±1	68	23	7	2	±5	1.4	±0.1	
Navy	99	±1	67	21	7	4	±4	1.5	±0.1	
Marine Corps	99	±1	64	25	6	5	±5	1.5	±0.1	
Air Force	99	±1	82	14	3	1	±4	1.2	±0.1	
Enlisted	99	±1	69	22	6	3	±3	1.4	±0.1	
E1 – E4	100	±1	59	28	9	5	±5	1.6	±0.1	
E5 – E9	99	±1	76	18	5	2	±3	1.3	±0.1	
Officers	99	±1	79	16	3	1	±4	1.3	±0.1	
O1 – O3	99	±1	77	17	4	2	±5	1.3	±0.1	
O4 – O6	99	±1	82	16	2	0	±4	1.2	±0.1	
HISPANIC	99	±1	69	23	6	3	±3	1.4	±0.1	
Army	99	±1	65	25	8	2	±5	1.5	±0.1	
Navy	98	±2	66	25	5	5	±5	1.5	±0.1	
Marine Corps	98	±2	66	22	9	2	±8	1.5	±0.2	
Air Force	99	±2	83	15	2	1	±5	1.2	±0.1	
Enlisted	98	±1	68	23	7	3	±3	1.4	±0.1	
E1 – E4	98	±2	64	24	9	3	±5	1.5	±0.1	
E5 – E9	99	±1	72	22	4	2	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

43b. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
Officers	99	±1	75	20	3	1	±6	1.3	±0.1	
O1 – O3	99	±1	77	19	2	2	±7	1.3	±0.1	
O4 – O6	99	±1	74	21	3	1	±6	1.3	±0.1	
AIAN	100	±1	58	25	7	10	±13	1.7	±0.3	
Army	99	±1	60	23	9	NR	±14	1.7	±0.4	
Navy	99	±2	57	29	6	8	±14	1.7	±0.2	
Marine Corps	100	±1	NR	NR	5	NR	±5	NR		
Air Force	100	±1	83	14	2	1	±8	1.2	±0.1	
Enlisted	100	±1	56	25	8	12	±15	1.8	±0.3	
E1 – E4	100	±1	49	24	6	NR	±14	2.0	±0.5	
E5 – E9	100	±1	63	26	9	3	±11	1.5	±0.2	
Officers	99	±1	NR	NR	2	1	±2	1.3	±0.3	
O1 – O3	100	±0	NR	NR	2	2	±3	1.4	±0.4	
O4 – O6	99	±2	NR	NR	1	1	±3	NR		
ASIAN	99	±2	61	29	6	4	±4	1.5	±0.1	
Army	99	±1	57	28	7	9	±10	1.7	±0.2	
Navy	100	±1	59	32	6	3	±6	1.5	±0.1	
Marine Corps	93	±11	58	33	5	4	±15	1.5	±0.2	
Air Force	99	±1	72	24	2	1	±7	1.3	±0.1	
Enlisted	99	±1	59	30	6	4	±4	1.6	±0.1	
E1 – E4	99	±1	55	31	6	7	±8	1.7	±0.2	
E5 – E9	99	±1	62	29	6	2	±5	1.5	±0.1	
Officers	96	±7	70	24	3	3	±7	1.4	±0.2	
O1 – O3	94	±10	66	27	3	5	±12	1.5	±0.2	
O4 – O6	99	±1	77	20	2	1	±12	1.3	±0.1	
NHPI	100	±1	59	24	8	9	±10	1.7	±0.2	
Army	100	±0	54	25	8	12	±15	1.8	±0.3	
Navy	99	±2	56	29	6	9	±17	1.7	±0.3	
Marine Corps	98	±3	59	25	NR	3	±13	1.6	±0.3	
Air Force	99	±1	82	13	4	1	±6	1.2	±0.1	
Enlisted	100	±1	58	25	8	10	±10	1.7	±0.2	
Officers	99	±3	92	7	1	NR	±11	1.1	±0.1	
TWO OR MORE RACES	99	±1	58	27	10	5	±6	1.6	±0.2	
Army	100	±1	47	40	7	6	±13	1.7	±0.3	
Navy	99	±2	59	23	10	8	±10	1.7	±0.3	
Marine Corps	99	±2	NR	13	NR	7	±10	1.9	±0.4	
Air Force	99	±1	75	19	6	1	±12	1.3	±0.2	
Enlisted	99	±1	57	26	11	6	±7	1.6	±0.2	
E1 – E4	100	±1	47	29	14	10	±11	1.9	±0.3	
E5 – E9	99	±1	69	22	8	1	±8	1.4	±0.1	
Officers	100	±1	63	33	1	3	±13	1.4	±0.2	
O1 – O3	100	±1	62	36	2	1	±16	1.4	±0.2	
O4 – O6	100	±1	NR	NR	1	NR	±2	NR		
COAST GUARD	99	±1	71	23	4	2	±3	1.4	±0.1	
White	99	±1	71	22	4	2	±4	1.4	±0.1	
Black	99	±1	74	19	4	2	±3	1.3	±0.1	
Hispanic	99	±1	67	26	4	3	±5	1.4	±0.1	
Other Race/Ethnicity	99	±1	68	25	4	2	±6	1.4	±0.1	
Enlisted	99	±1	70	23	4	3	±3	1.4	±0.1	
Officers	99	±1	74	22	3	1	±4	1.3	±0.1	
Male	99	±1	72	22	4	2	±3	1.4	±0.1	
Female	99	±1	62	29	6	3	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	72	21	4	2	±3	1.4	±0.1	
Deployed Past 12 Months	99	±1	66	27	4	4	±6	1.5	±0.1	

NR: Not reportable

## 43. Over the past 30 days, have you been bothered by the following problems?

## c. Trouble falling or staying asleep, or sleeping too much

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	50	29	12	9	±2	1.8	±0.1	
Army	99	±1	44	30	13	12	±3	1.9	±0.1	
Navy	99	±1	51	30	12	7	±3	1.8	±0.1	
Marine Corps	99	±1	47	28	16	9	±4	1.9	±0.1	
Air Force	99	±1	61	26	9	5	±3	1.6	±0.1	
Enlisted	99	±1	48	28	13	10	±2	1.9	±0.1	
E1 – E4	99	±1	45	28	16	12	±3	2.0	±0.1	
E5 – E9	99	±1	51	29	11	8	±2	1.8	±0.1	
Officers	99	±1	60	30	7	4	±3	1.5	±0.1	
O1 – O3	100	±1	61	29	7	3	±4	1.5	±0.1	
O4 – O6	99	±1	60	29	6	5	±4	1.6	±0.1	
Male	99	±1	51	28	12	9	±2	1.8	±0.1	
Female	99	±1	46	30	13	11	±3	1.9	±0.1	
Not Deployed Past 12 Months	99	±1	52	28	11	8	±2	1.8	±0.1	
Deployed Past 12 Months	99	±1	47	29	14	11	±2	1.9	±0.1	
WHITE	99	±1	49	29	12	9	±2	1.8	±0.1	
Army	99	±1	43	30	14	12	±3	2.0	±0.1	
Navy	99	±1	50	31	12	7	±4	1.8	±0.1	
Marine Corps	99	±1	47	28	15	10	±5	1.9	±0.2	
Air Force	99	±1	60	27	8	5	±3	1.6	±0.1	
Enlisted	99	±1	47	29	14	10	±2	1.9	±0.1	
E1 – E4	99	±1	43	28	16	13	±4	2.0	±0.1	
E5 – E9	99	±1	50	30	12	8	±3	1.8	±0.1	
Officers	99	±1	60	30	7	3	±3	1.5	±0.1	
O1 – O3	100	±1	60	30	7	2	±5	1.5	±0.1	
O4 – O6	99	±1	61	29	6	4	±5	1.5	±0.1	
BLACK	99	±1	54	26	11	9	±3	1.8	±0.1	
Army	99	±1	49	27	12	12	±5	1.9	±0.1	
Navy	99	±1	55	27	12	6	±4	1.7	±0.1	
Marine Corps	99	±1	52	26	12	9	±5	1.8	±0.1	
Air Force	99	±1	63	24	8	5	±4	1.6	±0.1	
Enlisted	99	±1	53	26	12	9	±3	1.8	±0.1	
E1 – E4	99	±1	50	25	15	11	±5	1.9	±0.2	
E5 – E9	98	±1	55	27	10	8	±3	1.7	±0.1	
Officers	99	±1	62	27	6	5	±4	1.6	±0.1	
O1 – O3	100	±1	63	26	6	5	±5	1.5	±0.1	
O4 – O6	99	±1	65	25	6	5	±5	1.5	±0.1	
HISPANIC	99	±1	51	28	13	8	±3	1.8	±0.1	
Army	99	±1	45	33	11	10	±5	1.9	±0.1	
Navy	99	±1	50	27	14	9	±5	1.8	±0.1	
Marine Corps	100	±1	50	24	20	6	±8	1.8	±0.2	
Air Force	99	±1	64	24	8	3	±6	1.5	±0.1	
Enlisted	99	±1	50	28	13	8	±3	1.8	±0.1	
E1 – E4	100	±1	48	25	18	8	±5	1.9	±0.1	
E5 – E9	99	±1	53	30	9	8	±4	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

43c. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
Officers	100	±1	56	33	7	3	±6	1.6	±0.1	
O1 – O3	100	±1	62	31	5	3	±8	1.5	±0.1	
O4 – O6	100	±1	51	34	9	6	±9	1.7	±0.2	
AIAN	100	±1	42	22	15	20	±12	2.1	±0.3	
Army	100	±1	37	19	18	26	±18	2.3	±0.4	
Navy	100	±1	46	31	12	12	±12	1.9	±0.3	
Marine Corps	100	±1	28	23	NR	NR	±17	NR		
Air Force	100	±1	69	19	8	4	±13	1.5	±0.2	
Enlisted	100	±1	43	23	14	20	±12	2.1	±0.3	
E1 – E4	100	±1	39	19	13	NR	±14	2.3	±0.5	
E5 – E9	100	±1	47	28	15	10	±10	1.9	±0.2	
Officers	100	±1	NR	NR	NR	NR		NR		
O1 – O3	100	±1	NR	15	4	4	±13	1.4	±0.3	
O4 – O6	100	±1	NR	NR	NR	NR		NR		
ASIAN	99	±1	54	28	11	7	±4	1.7	±0.1	
Army	98	±2	47	26	16	12	±8	1.9	±0.2	
Navy	99	±1	55	29	10	6	±5	1.7	±0.1	
Marine Corps	99	±1	52	33	9	6	±15	1.7	±0.2	
Air Force	99	±1	64	26	6	4	±6	1.5	±0.1	
Enlisted	99	±1	52	29	12	8	±4	1.8	±0.1	
E1 – E4	99	±1	47	29	14	10	±8	1.9	±0.2	
E5 – E9	99	±1	55	29	10	6	±5	1.7	±0.1	
Officers	98	±3	65	24	7	4	±7	1.5	±0.2	
O1 – O3	97	±4	66	22	7	6	±10	1.5	±0.2	
O4 – O6	100	±1	64	29	4	2	±11	1.4	±0.2	
NHPI	100	±1	44	28	14	14	±11	2.0	±0.3	
Army	100	±0	36	30	NR	17	±15	2.2	±0.4	
Navy	100	±1	52	28	8	12	±17	1.8	±0.3	
Marine Corps	99	±2	38	29	18	15	±18	2.1	±0.4	
Air Force	99	±1	67	22	5	6	±9	1.5	±0.2	
Enlisted	100	±1	42	29	14	15	±11	2.0	±0.3	
Officers	100	±1	83	12	3	1	±17	1.2	±0.2	
TWO OR MORE RACES	99	±2	43	30	14	14	±6	2.0	±0.2	
Army	98	±4	39	35	11	15	±13	2.0	±0.3	
Navy	99	±2	46	24	13	17	±9	2.0	±0.3	
Marine Corps	99	±1	NR	NR	12	16	±16	2.1	±0.4	
Air Force	100	±1	48	26	18	8	±11	1.8	±0.2	
Enlisted	99	±2	40	31	14	15	±7	2.0	±0.2	
E1 – E4	100	±1	38	33	13	16	±11	2.1	±0.3	
E5 – E9	98	±4	43	28	15	14	±8	2.0	±0.2	
Officers	100	±1	57	28	10	5	±12	1.6	±0.2	
O1 – O3	100	±1	56	29	13	2	±16	1.6	±0.3	
O4 – O6	100	±0	NR	NR	6	NR	±5	1.8	±0.5	
COAST GUARD	99	±1	57	28	9	5	±3	1.6	±0.1	
White	99	±1	58	27	10	5	±4	1.6	±0.1	
Black	99	±1	54	30	8	8	±4	1.7	±0.1	
Hispanic	99	±1	54	29	10	7	±5	1.7	±0.1	
Other Race/Ethnicity	99	±1	52	34	7	7	±6	1.7	±0.1	
Enlisted	99	±1	57	27	10	6	±4	1.7	±0.1	
Officers	100	±1	58	32	7	3	±5	1.5	±0.1	
Male	99	±1	58	28	9	5	±3	1.6	±0.1	
Female	99	±1	47	33	12	8	±3	1.8	±0.1	
Not Deployed Past 12 Months	99	±1	59	27	9	5	±3	1.6	±0.1	
Deployed Past 12 Months	98	±2	49	34	11	6	±6	1.7	±0.2	

NR: Not reportable



## 43. Over the past 30 days, have you been bothered by the following problems?

## d. Feeling tired or having little energy

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	45	36	13	7	±2	1.8	±0.1	
Army	99	±1	39	38	14	9	±3	1.9	±0.1	
Navy	99	±1	44	36	13	7	±3	1.8	±0.1	
Marine Corps	99	±1	42	34	16	8	±4	1.9	±0.1	
Air Force	99	±1	56	32	8	4	±3	1.6	±0.1	
Enlisted	99	±1	43	36	13	8	±2	1.9	±0.1	
E1 – E4	99	±1	39	35	15	11	±3	2.0	±0.1	
E5 – E9	99	±1	46	36	12	6	±2	1.8	±0.1	
Officers	99	±1	54	35	8	3	±3	1.6	±0.1	
O1 – O3	99	±1	55	34	9	3	±4	1.6	±0.1	
O4 – O6	99	±1	53	37	8	3	±4	1.6	±0.1	
Male	99	±1	46	35	13	7	±2	1.8	±0.1	
Female	99	±1	38	40	12	10	±3	1.9	±0.1	
Not Deployed Past 12 Months	99	±1	46	35	12	7	±2	1.8	±0.1	
Deployed Past 12 Months	99	±1	43	37	13	8	±2	1.9	±0.1	
WHITE	99	±1	44	36	13	7	±2	1.8	±0.1	
Army	99	±1	37	38	14	10	±3	2.0	±0.1	
Navy	99	±1	43	37	14	6	±4	1.8	±0.1	
Marine Corps	99	±2	41	33	17	9	±5	1.9	±0.1	
Air Force	99	±1	56	33	8	4	±3	1.6	±0.1	
Enlisted	99	±1	41	36	14	9	±2	1.9	±0.1	
E1 – E4	99	±1	38	35	16	11	±4	2.0	±0.1	
E5 – E9	99	±1	45	36	13	6	±3	1.8	±0.1	
Officers	99	±1	54	35	8	3	±4	1.6	±0.1	
O1 – O3	99	±1	55	34	8	2	±5	1.6	±0.1	
O4 – O6	99	±1	53	36	8	2	±5	1.6	±0.1	
BLACK	99	±1	48	34	12	6	±3	1.8	±0.1	
Army	99	±1	45	35	13	7	±5	1.8	±0.1	
Navy	99	±1	48	32	14	5	±4	1.8	±0.1	
Marine Corps	98	±2	45	35	12	8	±5	1.8	±0.1	
Air Force	99	±1	55	32	8	4	±4	1.6	±0.1	
Enlisted	99	±1	47	34	13	7	±3	1.8	±0.1	
E1 – E4	99	±1	43	35	14	8	±5	1.9	±0.1	
E5 – E9	99	±1	50	33	12	5	±3	1.7	±0.1	
Officers	99	±1	57	34	7	3	±4	1.6	±0.1	
O1 – O3	99	±1	58	32	7	4	±5	1.6	±0.1	
O4 – O6	99	±1	60	33	5	3	±5	1.5	±0.1	
HISPANIC	99	±1	47	36	11	7	±3	1.8	±0.1	
Army	99	±1	43	38	11	8	±5	1.8	±0.1	
Navy	97	±2	42	39	11	8	±5	1.8	±0.1	
Marine Corps	99	±1	47	34	12	7	±7	1.8	±0.2	
Air Force	100	±1	61	29	7	3	±6	1.5	±0.1	
Enlisted	99	±1	46	36	11	7	±3	1.8	±0.1	
E1 – E4	98	±2	44	35	12	8	±5	1.8	±0.1	
E5 – E9	99	±1	48	36	9	6	±4	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

43d. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
Officers	99	±1	55	33	8	3	±6	1.6	±0.1	
O1 – O3	99	±1	57	34	7	3	±8	1.6	±0.1	
O4 – O6	99	±1	49	38	9	4	±8	1.7	±0.2	
AIAN	99	±1	38	35	17	10	±10	2.0	±0.2	
Army	99	±1	34	41	11	13	±17	2.0	±0.3	
Navy	98	±3	39	38	13	10	±13	1.9	±0.2	
Marine Corps	100	±0	NR	20	NR	6	±12	2.2	±0.4	
Air Force	100	±1	NR	NR	6	3	±4	1.6	±0.2	
Enlisted	99	±1	38	33	18	10	±11	2.0	±0.2	
E1 – E4	99	±2	38	23	NR	14	±16	2.1	±0.4	
E5 – E9	99	±1	38	44	12	5	±10	1.8	±0.2	
Officers	100	±1	NR	NR	8	NR	±15	1.9	±0.4	
O1 – O3	100	±1	NR	18	6	NR	±16	NR		
O4 – O6	99	±1	NR	NR	NR	2	±4	1.9	±0.3	
ASIAN	99	±1	44	36	13	8	±4	1.8	±0.1	
Army	99	±1	36	37	14	13	±8	2.0	±0.2	
Navy	99	±1	43	37	13	7	±5	1.8	±0.1	
Marine Corps	99	±1	43	39	13	5	±14	1.8	±0.2	
Air Force	99	±1	55	32	9	4	±6	1.6	±0.1	
Enlisted	99	±1	42	37	12	9	±4	1.9	±0.1	
E1 – E4	99	±1	40	35	13	12	±7	2.0	±0.2	
E5 – E9	99	±1	44	38	12	6	±5	1.8	±0.1	
Officers	99	±1	52	32	13	3	±8	1.7	±0.2	
O1 – O3	99	±1	51	31	15	3	±11	1.7	±0.2	
O4 – O6	100	±1	53	35	10	3	±13	1.6	±0.2	
NHPI	99	±2	41	34	16	10	±10	1.9	±0.2	
Army	100	±1	34	36	20	10	±15	2.1	±0.3	
Navy	99	±1	46	28	13	13	±16	1.9	±0.3	
Marine Corps	91	±13	37	45	13	5	±12	1.9	±0.2	
Air Force	99	±1	62	26	6	5	±10	1.5	±0.2	
Enlisted	99	±2	40	33	17	10	±10	2.0	±0.2	
Officers	99	±2	NR	NR	3	NR	±5	NR		
TWO OR MORE RACES	99	±1	34	40	16	10	±6	2.0	±0.2	
Army	99	±2	26	46	17	11	±12	2.1	±0.3	
Navy	99	±2	38	35	12	15	±9	2.0	±0.3	
Marine Corps	100	±1	NR	NR	14	9	±16	1.9	±0.4	
Air Force	100	±1	41	37	18	4	±11	1.9	±0.2	
Enlisted	100	±1	33	40	16	11	±7	2.1	±0.2	
E1 – E4	100	±1	32	40	14	15	±11	2.1	±0.2	
E5 – E9	99	±1	34	40	19	7	±8	2.0	±0.2	
Officers	97	±4	45	41	10	4	±13	1.7	±0.2	
O1 – O3	96	±5	45	41	13	2	±16	1.7	±0.3	
O4 – O6	99	±1	NR	NR	5	NR	±5	1.9	±0.5	
COAST GUARD	99	±1	49	37	9	5	±3	1.7	±0.1	
White	99	±1	50	37	9	5	±4	1.7	±0.1	
Black	99	±1	49	39	7	6	±4	1.7	±0.1	
Hispanic	97	±3	47	37	10	6	±5	1.7	±0.1	
Other Race/Ethnicity	99	±1	47	38	9	6	±7	1.7	±0.1	
Enlisted	99	±1	49	36	10	5	±4	1.7	±0.1	
Officers	100	±1	50	40	8	2	±5	1.6	±0.1	
Male	99	±1	51	36	9	4	±3	1.7	±0.1	
Female	99	±1	37	42	12	8	±3	1.9	±0.1	
Not Deployed Past 12 Months	99	±1	50	36	9	4	±3	1.7	±0.1	
Deployed Past 12 Months	99	±2	44	38	11	6	±6	1.8	±0.2	

NR: Not reportable

## 43. Over the past 30 days, have you been bothered by the following problems?

## e. Poor appetite or overeating

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	62	23	9	5	±2	1.6	±0.1	
Army	99	±1	57	25	10	8	±3	1.7	±0.1	
Navy	99	±1	60	24	11	4	±3	1.6	±0.1	
Marine Corps	99	±1	59	23	11	7	±4	1.7	±0.1	
Air Force	100	±1	74	19	5	2	±2	1.3	±0.1	
Enlisted	99	±1	60	24	10	6	±2	1.6	±0.1	
E1 – E4	99	±1	56	24	12	8	±3	1.7	±0.1	
E5 – E9	99	±1	64	23	9	4	±2	1.5	±0.1	
Officers	100	±1	73	20	5	2	±3	1.4	±0.1	
O1 – O3	100	±1	72	21	5	2	±4	1.4	±0.1	
O4 – O6	99	±1	75	19	4	1	±4	1.3	±0.1	
Male	99	±1	63	22	9	5	±2	1.6	±0.1	
Female	99	±1	56	27	9	7	±3	1.7	±0.1	
Not Deployed Past 12 Months	99	±1	63	23	9	5	±2	1.6	±0.1	
Deployed Past 12 Months	99	±1	60	24	11	6	±2	1.6	±0.1	
WHITE	99	±1	63	23	9	5	±2	1.6	±0.1	
Army	99	±1	58	24	11	7	±3	1.7	±0.1	
Navy	99	±1	60	26	11	3	±4	1.6	±0.1	
Marine Corps	99	±1	61	21	10	8	±5	1.7	±0.1	
Air Force	100	±1	73	20	5	2	±3	1.3	±0.1	
Enlisted	99	±1	60	24	10	6	±2	1.6	±0.1	
E1 – E4	99	±1	55	25	12	8	±4	1.7	±0.1	
E5 – E9	99	±1	64	23	9	4	±3	1.5	±0.1	
Officers	100	±1	74	20	5	1	±3	1.3	±0.1	
O1 – O3	100	±1	73	21	5	1	±5	1.4	±0.1	
O4 – O6	99	±1	76	19	4	1	±4	1.3	±0.1	
BLACK	99	±1	63	21	9	6	±3	1.6	±0.1	
Army	99	±2	58	24	10	9	±5	1.7	±0.1	
Navy	99	±1	65	20	11	5	±4	1.6	±0.1	
Marine Corps	99	±1	60	23	10	6	±5	1.6	±0.1	
Air Force	99	±1	75	18	5	2	±4	1.3	±0.1	
Enlisted	99	±1	62	22	9	7	±3	1.6	±0.1	
E1 – E4	99	±2	58	22	10	10	±5	1.7	±0.2	
E5 – E9	99	±1	65	21	9	5	±3	1.5	±0.1	
Officers	100	±1	72	20	5	2	±4	1.4	±0.1	
O1 – O3	100	±1	73	19	5	3	±5	1.4	±0.1	
O4 – O6	99	±1	74	20	4	1	±5	1.3	±0.1	
HISPANIC	99	±1	61	25	9	5	±3	1.6	±0.1	
Army	99	±1	56	29	9	6	±5	1.6	±0.1	
Navy	99	±1	58	24	12	6	±5	1.7	±0.1	
Marine Corps	98	±2	58	25	12	4	±7	1.6	±0.2	
Air Force	100	±1	78	15	5	2	±5	1.3	±0.1	
Enlisted	99	±1	60	25	10	5	±3	1.6	±0.1	
E1 – E4	99	±1	58	25	12	5	±5	1.6	±0.1	
E5 – E9	99	±1	63	25	7	5	±3	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

43e. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
Officers	99	±1	70	19	8	3	±6	1.4	±0.1	
O1 – O3	99	±1	71	20	7	3	±7	1.4	±0.2	
O4 – O6	99	±1	70	19	5	6	±8	1.5	±0.2	
AIAN	100	±1	53	20	19	7	±11	1.8	±0.2	
Army	99	±1	48	23	18	NR	±16	1.9	±0.4	
Navy	100	±1	65	13	14	8	±10	1.6	±0.2	
Marine Corps	99	±1	NR	NR	NR	4	±4	2.0	±0.5	
Air Force	100	±1	71	13	NR	2	±17	1.5	±0.3	
Enlisted	100	±1	54	20	17	8	±11	1.8	±0.3	
E1 – E4	100	±1	48	19	NR	NR	±14	2.0	±0.4	
E5 – E9	99	±1	61	21	13	5	±10	1.6	±0.2	
Officers	100	±1	NR	NR	NR	1	±2	NR		
O1 – O3	100	±1	NR	NR	4	2	±5	1.4	±0.4	
O4 – O6	100	±1	NR	NR	NR	1	±2	NR		
ASIAN	99	±1	61	24	9	6	±4	1.6	±0.1	
Army	99	±1	53	25	11	11	±9	1.8	±0.2	
Navy	99	±1	61	23	11	5	±5	1.6	±0.1	
Marine Corps	99	±1	59	30	7	4	±16	1.6	±0.2	
Air Force	99	±1	70	23	5	2	±6	1.4	±0.1	
Enlisted	99	±1	58	25	10	6	±4	1.6	±0.1	
E1 – E4	99	±1	53	25	12	10	±7	1.8	±0.2	
E5 – E9	99	±1	62	26	8	4	±5	1.5	±0.1	
Officers	99	±1	72	18	6	4	±7	1.4	±0.2	
O1 – O3	100	±1	72	17	7	5	±11	1.4	±0.2	
O4 – O6	99	±1	74	21	3	2	±12	1.3	±0.2	
NHPI	100	±1	47	29	15	10	±10	1.9	±0.2	
Army	100	±0	38	34	18	10	±15	2.0	±0.3	
Navy	100	±1	54	NR	14	11	±14	1.8	±0.3	
Marine Corps	100	±0	43	33	11	NR	±14	1.9	±0.4	
Air Force	99	±2	72	17	5	6	±8	1.4	±0.2	
Enlisted	100	±1	46	29	15	10	±10	1.9	±0.2	
Officers	100	±0	NR	NR	2	1	±4	NR		
TWO OR MORE RACES	99	±1	56	23	10	11	±6	1.8	±0.2	
Army	100	±0	48	33	6	13	±13	1.8	±0.3	
Navy	99	±2	56	18	16	11	±10	1.8	±0.3	
Marine Corps	97	±5	NR	16	NR	11	±14	1.9	±0.4	
Air Force	100	±1	69	18	7	6	±13	1.5	±0.3	
Enlisted	99	±1	54	23	11	12	±7	1.8	±0.2	
E1 – E4	99	±2	48	23	12	16	±10	2.0	±0.3	
E5 – E9	99	±1	60	22	10	7	±8	1.6	±0.2	
Officers	100	±1	69	23	5	3	±13	1.4	±0.2	
O1 – O3	100	±1	70	24	NR	1	±16	1.4	±0.2	
O4 – O6	100	±0	NR	NR	4	NR	±4	1.6	±0.5	
COAST GUARD	99	±1	66	24	7	3	±3	1.5	±0.1	
White	99	±1	67	23	7	3	±4	1.5	±0.1	
Black	99	±1	68	22	7	4	±4	1.5	±0.1	
Hispanic	99	±1	62	25	9	5	±5	1.6	±0.1	
Other Race/Ethnicity	100	±1	62	26	8	4	±6	1.5	±0.1	
Enlisted	99	±1	65	24	7	3	±3	1.5	±0.1	
Officers	99	±1	69	22	7	2	±4	1.4	±0.1	
Male	99	±1	67	23	7	3	±3	1.5	±0.1	
Female	99	±1	58	27	10	5	±3	1.6	±0.1	
Not Deployed Past 12 Months	99	±1	67	23	7	3	±3	1.5	±0.1	
Deployed Past 12 Months	99	±2	64	25	8	4	±6	1.5	±0.1	

NR: Not reportable

## 43. Over the past 30 days, have you been bothered by the following problems?














































## f. Feeling bad about yourself—or that you are a failure or have let yourself or your family down

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	100	±1	72	18	6	4	±2	1.4	±0.1	
Army	100	±1	69	20	7	5	±2	1.5	±0.1	
Navy	99	±1	70	19	7	3	±3	1.4	±0.1	
Marine Corps	100	±1	70	18	7	5	±4	1.5	±0.1	
Air Force	99	±1	82	14	3	1	±2	1.2	±0.1	
Enlisted	100	±1	71	18	7	4	±2	1.4	±0.1	
E1 – E4	100	±1	67	19	8	6	±3	1.5	±0.1	
E5 – E9	99	±1	74	18	5	3	±2	1.4	±0.1	
Officers	100	±1	79	16	3	1	±3	1.3	±0.1	
O1 – O3	100	±1	79	16	4	1	±4	1.3	±0.1	
O4 – O6	99	±1	80	17	3	1	±4	1.3	±0.1	
Male	100	±1	73	18	6	3	±2	1.4	±0.1	
Female	99	±1	70	19	7	4	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	73	18	6	4	±2	1.4	±0.1	
Deployed Past 12 Months	100	±1	72	18	7	4	±2	1.4	±0.1	
WHITE	100	±1	72	18	6	3	±2	1.4	±0.1	
Army	100	±1	67	20	8	4	±3	1.5	±0.1	
Navy	99	±1	71	20	7	3	±4	1.4	±0.1	
Marine Corps	100	±1	71	17	8	4	±5	1.4	±0.1	
Air Force	100	±1	81	15	3	1	±3	1.3	±0.1	
Enlisted	100	±1	70	19	7	4	±2	1.4	±0.1	
E1 – E4	100	±1	67	19	9	5	±4	1.5	±0.1	
E5 – E9	99	±1	73	19	5	2	±3	1.4	±0.1	
Officers	100	±1	79	16	3	1	±3	1.3	±0.1	
O1 – O3	100	±1	79	16	4	1	±4	1.3	±0.1	
O4 – O6	99	±1	80	17	2	1	±4	1.2	±0.1	
BLACK	99	±1	77	14	6	3	±3	1.3	±0.1	
Army	100	±1	76	15	6	3	±4	1.4	±0.1	
Navy	100	±1	73	16	7	3	±4	1.4	±0.1	
Marine Corps	99	±1	70	19	7	4	±5	1.4	±0.1	
Air Force	99	±1	86	10	3	1	±3	1.2	±0.1	
Enlisted	99	±1	76	15	6	3	±3	1.4	±0.1	
E1 – E4	100	±1	71	17	8	4	±5	1.4	±0.1	
E5 – E9	99	±1	79	13	5	2	±3	1.3	±0.1	
Officers	99	±1	84	12	2	2	±3	1.2	±0.1	
O1 – O3	99	±1	83	11	4	2	±5	1.3	±0.1	
O4 – O6	100	±1	86	12	1	1	±4	1.2	±0.1	
HISPANIC	99	±1	72	18	6	4	±3	1.4	±0.1	
Army	100	±1	69	21	6	4	±4	1.5	±0.1	
Navy	99	±1	71	19	6	4	±5	1.4	±0.1	
Marine Corps	99	±1	69	18	6	7	±9	1.5	±0.2	
Air Force	99	±2	84	10	3	2	±5	1.2	±0.1	
Enlisted	99	±1	71	18	6	5	±3	1.4	±0.1	
E1 – E4	100	±1	68	20	6	6	±5	1.5	±0.1	
E5 – E9	99	±1	74	17	6	3	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

43f. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
Officers	100	±1	80	15	3	2	±5	1.3	±0.1	
O1 – O3	100	±1	81	14	3	2	±6	1.2	±0.1	
O4 – O6	100	±1	79	15	4	2	±5	1.3	±0.1	
AIAN	97	±6	56	25	9	11	±13	1.7	±0.3	
Army	94	±12	53	25	12	NR	±16	1.8	±0.4	
Navy	100	±0	56	29	9	6	±14	1.7	±0.2	
Marine Corps	100	±0	NR	NR	5	NR	±5	NR		
Air Force	100	±1	NR	NR	3	1	±3	1.3	±0.2	
Enlisted	97	±7	56	25	8	12	±15	1.8	±0.3	
E1 – E4	94	±12	49	21	9	NR	±14	2.0	±0.5	
E5 – E9	100	±1	62	28	6	3	±12	1.5	±0.2	
Officers	100	±1	NR	NR	NR	1	±2	1.6	±0.4	
O1 – O3	100	±0	NR	7	NR	1	±7	NR		
O4 – O6	100	±1	NR	NR	NR	1	±3	NR		
ASIAN	99	±1	67	22	6	5	±4	1.5	±0.1	
Army	100	±1	60	24	6	10	±9	1.7	±0.2	
Navy	99	±1	65	22	8	4	±5	1.5	±0.1	
Marine Corps	100	±1	64	27	6	2	±16	1.5	±0.2	
Air Force	99	±1	79	16	3	2	±5	1.3	±0.1	
Enlisted	99	±1	64	23	7	5	±4	1.5	±0.1	
E1 – E4	99	±1	58	25	9	7	±8	1.7	±0.2	
E5 – E9	99	±1	69	22	5	4	±4	1.4	±0.1	
Officers	99	±1	78	15	4	3	±7	1.3	±0.2	
O1 – O3	100	±1	78	14	3	5	±11	1.4	±0.2	
O4 – O6	99	±1	79	17	3	1	±13	1.3	±0.1	
NHPI	100	±1	59	25	9	6	±10	1.6	±0.2	
Army	99	±2	52	31	10	7	±15	1.7	±0.3	
Navy	100	±1	63	24	6	NR	±18	1.6	±0.3	
Marine Corps	99	±1	63	17	16	4	±17	1.6	±0.3	
Air Force	100	±1	82	11	4	3	±6	1.3	±0.1	
Enlisted	100	±1	59	25	9	6	±10	1.6	±0.2	
Officers	100	±0	NR	NR	1	NR	±4	NR		
TWO OR MORE RACES	100	±1	70	15	7	7	±6	1.5	±0.2	
Army	100	±0	67	15	7	11	±13	1.6	±0.3	
Navy	99	±2	69	15	9	7	±9	1.5	±0.2	
Marine Corps	100	±1	70	11	6	NR	±17	1.6	±0.4	
Air Force	100	±1	75	18	6	1	±12	1.3	±0.2	
Enlisted	100	±1	69	15	7	8	±7	1.5	±0.2	
E1 – E4	100	±1	67	14	8	11	±10	1.6	±0.3	
E5 – E9	100	±1	72	17	6	5	±8	1.4	±0.2	
Officers	100	±1	76	14	7	3	±13	1.4	±0.2	
O1 – O3	100	±1	79	11	9	1	±16	1.3	±0.2	
O4 – O6	100	±1	NR	NR	2	NR	±2	1.6	±0.5	
COAST GUARD	99	±1	78	15	5	2	±3	1.3	±0.1	
White	99	±1	78	15	5	2	±3	1.3	±0.1	
Black	100	±1	79	15	4	3	±3	1.3	±0.1	
Hispanic	99	±1	73	18	5	3	±5	1.4	±0.1	
Other Race/Ethnicity	99	±1	75	17	5	3	±6	1.4	±0.1	
Enlisted	99	±1	77	15	5	3	±3	1.3	±0.1	
Officers	100	±1	80	15	4	1	±4	1.3	±0.1	
Male	99	±1	79	15	5	2	±3	1.3	±0.1	
Female	100	±1	70	19	7	4	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	78	15	5	2	±3	1.3	±0.1	
Deployed Past 12 Months	99	±2	75	18	4	3	±6	1.4	±0.1	

NR: Not reportable

## 43. Over the past 30 days, have you been bothered by the following problems?














































## g. Trouble concentrating on things, such as reading the newspaper or watching television

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	71	19	6	3	±2	1.4	±0.1	
Army	100	±1	65	23	7	5	±3	1.5	±0.1	
Navy	99	±1	72	18	7	3	±2	1.4	±0.1	
Marine Corps	99	±1	68	21	8	3	±4	1.5	±0.1	
Air Force	100	±1	83	13	3	1	±2	1.2	±0.1	
Enlisted	99	±1	69	20	7	4	±2	1.4	±0.1	
E1 – E4	100	±1	67	21	7	5	±3	1.5	±0.1	
E5 – E9	99	±1	72	19	6	3	±2	1.4	±0.1	
Officers	100	±1	80	16	3	2	±3	1.3	±0.1	
O1 – O3	100	±1	80	16	3	1	±4	1.3	±0.1	
O4 – O6	100	±1	81	15	2	2	±3	1.2	±0.1	
Male	99	±1	71	19	6	3	±2	1.4	±0.1	
Female	99	±1	70	20	7	4	±3	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	73	18	6	3	±2	1.4	±0.1	
Deployed Past 12 Months	100	±1	68	22	7	4	±2	1.5	±0.1	
WHITE	99	±1	71	19	6	3	±2	1.4	±0.1	
Army	100	±1	65	23	7	5	±3	1.5	±0.1	
Navy	99	±1	73	18	6	2	±3	1.4	±0.1	
Marine Corps	99	±1	68	22	8	3	±5	1.5	±0.1	
Air Force	100	±1	82	14	3	1	±3	1.2	±0.1	
Enlisted	99	±1	69	20	7	4	±2	1.4	±0.1	
E1 – E4	100	±1	66	22	7	5	±4	1.5	±0.1	
E5 – E9	99	±1	72	19	6	3	±3	1.4	±0.1	
Officers	100	±1	80	15	3	1	±3	1.2	±0.1	
O1 – O3	100	±1	80	16	3	1	±4	1.3	±0.1	
O4 – O6	100	±1	82	15	2	1	±4	1.2	±0.1	
BLACK	100	±1	75	17	6	3	±3	1.4	±0.1	
Army	100	±1	71	20	6	3	±4	1.4	±0.1	
Navy	100	±1	74	16	8	3	±4	1.4	±0.1	
Marine Corps	99	±1	70	20	6	4	±5	1.5	±0.1	
Air Force	99	±1	86	9	3	1	±3	1.2	±0.1	
Enlisted	100	±1	74	17	6	3	±3	1.4	±0.1	
E1 – E4	100	±1	72	18	6	3	±5	1.4	±0.1	
E5 – E9	99	±1	75	16	6	3	±3	1.4	±0.1	
Officers	100	±1	81	14	3	2	±4	1.3	±0.1	
O1 – O3	100	±1	80	13	4	3	±4	1.3	±0.1	
O4 – O6	99	±1	81	16	1	1	±4	1.2	±0.1	
HISPANIC	99	±1	70	21	6	3	±3	1.4	±0.1	
Army	99	±1	62	27	7	4	±5	1.5	±0.1	
Navy	99	±1	69	21	7	3	±5	1.4	±0.1	
Marine Corps	100	±1	71	18	7	4	±8	1.4	±0.2	
Air Force	99	±1	85	11	2	1	±4	1.2	±0.1	
Enlisted	99	±1	69	21	7	4	±3	1.4	±0.1	
E1 – E4	99	±1	68	20	8	4	±5	1.5	±0.1	
E5 – E9	99	±1	69	22	5	3	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

43g. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
Officers	99	±3	77	18	3	2	±6	1.3	±0.1	
O1 – O3	98	±5	80	15	3	1	±7	1.3	±0.1	
O4 – O6	99	±1	78	16	3	2	±5	1.3	±0.1	
AIAN	100	±1	60	26	7	8	±12	1.6	±0.3	
Army	100	±1	51	27	6	NR	±14	1.9	±0.5	
Navy	100	±1	69	16	13	2	±10	1.5	±0.2	
Marine Corps	100	±1	NR	NR	4	3	±5	1.6	±0.3	
Air Force	100	±1	85	11	3	1	±7	1.2	±0.1	
Enlisted	100	±1	61	26	8	6	±11	1.6	±0.2	
E1 – E4	100	±1	53	31	8	NR	±17	1.7	±0.4	
E5 – E9	100	±1	69	21	8	3	±9	1.4	±0.2	
Officers	100	±1	NR	NR	1	NR	±2	NR		
O1 – O3	99	±2	NR	NR	2	1	±3	NR		
O4 – O6	100	±1	NR	NR	1	NR	±3	NR		
ASIAN	100	±1	67	22	7	3	±4	1.5	±0.1	
Army	100	±1	62	24	8	6	±7	1.6	±0.2	
Navy	99	±1	67	24	6	3	±6	1.5	±0.1	
Marine Corps	100	±1	58	28	13	2	±16	1.6	±0.2	
Air Force	99	±1	80	16	2	1	±6	1.2	±0.1	
Enlisted	100	±1	66	23	7	3	±4	1.5	±0.1	
E1 – E4	99	±1	63	25	7	4	±7	1.5	±0.1	
E5 – E9	100	±1	69	21	7	3	±5	1.4	±0.1	
Officers	99	±1	72	21	5	3	±8	1.4	±0.2	
O1 – O3	99	±1	72	21	3	NR	±10	1.4	±0.2	
O4 – O6	100	±1	72	19	NR	1	±13	1.4	±0.2	
NHPI	100	±1	56	29	7	8	±10	1.7	±0.2	
Army	100	±0	47	37	7	10	±15	1.8	±0.3	
Navy	100	±1	64	NR	7	NR	±16	1.6	±0.3	
Marine Corps	100	±0	56	23	17	4	±17	1.7	±0.3	
Air Force	98	±3	84	12	3	2	±5	1.2	±0.1	
Enlisted	100	±1	54	30	7	8	±11	1.7	±0.2	
Officers	100	±0	90	8	2	NR	±11	1.1	±0.1	
TWO OR MORE RACES	99	±1	66	19	8	7	±6	1.6	±0.2	
Army	100	±1	55	30	5	10	±14	1.7	±0.3	
Navy	99	±2	68	14	12	6	±9	1.6	±0.2	
Marine Corps	100	±1	68	10	NR	7	±17	1.6	±0.4	
Air Force	98	±3	79	15	4	3	±9	1.3	±0.2	
Enlisted	99	±1	64	20	9	7	±7	1.6	±0.2	
E1 – E4	100	±1	64	17	8	11	±11	1.7	±0.3	
E5 – E9	99	±2	63	24	10	3	±8	1.5	±0.2	
Officers	100	±1	80	15	1	3	±11	1.3	±0.2	
O1 – O3	100	±1	83	15	1	1	±15	1.2	±0.2	
O4 – O6	100	±0	NR	NR	2	NR	±3	NR		
COAST GUARD	99	±1	76	19	4	2	±3	1.3	±0.1	
White	99	±1	77	18	4	1	±3	1.3	±0.1	
Black	99	±1	79	15	4	2	±3	1.3	±0.1	
Hispanic	99	±1	73	20	5	2	±5	1.4	±0.1	
Other Race/Ethnicity	100	±1	69	23	6	2	±6	1.4	±0.1	
Enlisted	99	±1	75	19	4	2	±3	1.3	±0.1	
Officers	100	±1	78	17	4	1	±4	1.3	±0.1	
Male	99	±1	77	18	4	1	±3	1.3	±0.1	
Female	100	±1	71	20	6	3	±3	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	76	18	4	1	±3	1.3	±0.1	
Deployed Past 12 Months	99	±2	74	20	4	3	±6	1.3	±0.1	

NR: Not reportable


















































43h. Continued	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
Officers	99	±1	91	6	2	2	±4	1.1	±0.1	
O1 – O3	99	±1	90	6	3	1	±5	1.1	±0.1	
O4 – O6	100	±1	88	7	1	3	±11	1.2	±0.2	
AIAN	100	±1	67	19	10	4	±11	1.5	±0.2	
Army	99	±1	62	23	7	NR	±16	1.6	±0.4	
Navy	100	±1	74	15	9	2	±13	1.4	±0.2	
Marine Corps	100	±1	NR	NR	NR	1	±2	NR		
Air Force	100	±1	91	6	2	1	±5	1.1	±0.1	
Enlisted	100	±1	68	15	12	5	±12	1.5	±0.3	
E1 – E4	99	±1	58	16	NR	NR	±16	1.8	±0.4	
E5 – E9	100	±1	79	14	6	1	±7	1.3	±0.1	
Officers	100	±1	NR	NR	1	1	±1	NR		
O1 – O3	100	±0	NR	NR	1	1	±3	NR		
O4 – O6	100	±1	NR	NR	0	1	±2	NR		
ASIAN	99	±1	77	16	5	2	±3	1.3	±0.1	
Army	99	±1	68	19	9	4	±9	1.5	±0.2	
Navy	99	±1	76	17	4	2	±5	1.3	±0.1	
Marine Corps	100	±1	80	13	5	2	±7	1.3	±0.1	
Air Force	99	±1	87	10	2	1	±6	1.2	±0.1	
Enlisted	99	±1	75	17	6	3	±4	1.4	±0.1	
E1 – E4	99	±1	72	17	8	4	±7	1.4	±0.2	
E5 – E9	99	±1	77	16	5	2	±4	1.3	±0.1	
Officers	100	±1	85	11	3	1	±7	1.2	±0.1	
O1 – O3	100	±1	84	12	NR	0	±10	1.2	±0.2	
O4 – O6	99	±1	87	12	1	1	±15	1.2	±0.2	
NHPI	100	±1	73	15	5	7	±9	1.5	±0.2	
Army	100	±0	69	16	5	10	±14	1.6	±0.3	
Navy	99	±1	71	NR	4	NR	±18	1.5	±0.3	
Marine Corps	100	±1	71	13	NR	2	±14	1.5	±0.3	
Air Force	100	±1	92	6	1	2	±4	1.1	±0.1	
Enlisted	100	±1	72	15	5	8	±9	1.5	±0.2	
Officers	100	±0	96	4	1	NR	±8	1.1	±0.1	
TWO OR MORE RACES	99	±1	80	10	6	5	±6	1.4	±0.2	
Army	99	±2	78	9	6	7	±14	1.4	±0.3	
Navy	99	±2	77	11	7	6	±9	1.4	±0.2	
Marine Corps	100	±1	NR	NR	6	4	±11	1.4	±0.3	
Air Force	99	±3	88	6	NR	1	±10	1.2	±0.2	
Enlisted	99	±1	79	10	6	5	±7	1.4	±0.2	
E1 – E4	100	±1	75	8	9	8	±10	1.5	±0.3	
E5 – E9	99	±2	83	13	3	1	±7	1.2	±0.1	
Officers	98	±5	84	9	NR	3	±13	1.3	±0.2	
O1 – O3	97	±6	86	NR	NR	1	±17	1.2	±0.2	
O4 – O6	100	±1	NR	NR	1	NR	±1	NR		
COAST GUARD	100	±1	87	10	2	1	±2	1.2	±0.1	
White	100	±1	88	10	2	0	±3	1.2	±0.1	
Black	99	±1	90	7	2	1	±3	1.1	±0.1	
Hispanic	99	±1	83	13	3	2	±4	1.2	±0.1	
Other Race/Ethnicity	99	±1	82	13	2	3	±6	1.3	±0.1	
Enlisted	99	±1	86	11	3	1	±3	1.2	±0.1	
Officers	100	±1	91	8	1	0	±3	1.1	±0.1	
Male	100	±1	87	10	2	1	±3	1.2	±0.1	
Female	99	±1	86	10	3	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	88	9	2	1	±3	1.2	±0.1	
Deployed Past 12 Months	100	±1	84	13	2	1	±5	1.2	±0.1	

NR: Not reportable

## 43. Depression scale: Constructed from Q43.

	Percent Responding		Mean	Max ME	Depression Scale
<b>TOTAL DOD</b>	96	±1	1.5	±0.1	
Army	96	±1	1.6	±0.1	
Navy	96	±1	1.5	±0.1	
Marine Corps	95	±2	1.6	±0.1	
Air Force	96	±1	1.3	±0.1	
Enlisted	96	±1	1.6	±0.1	
E1 – E4	96	±1	1.7	±0.1	
E5 – E9	95	±1	1.5	±0.1	
Officers	96	±1	1.3	±0.1	
O1 – O3	97	±2	1.3	±0.1	
O4 – O6	96	±2	1.3	±0.1	
Male	96	±1	1.5	±0.1	
Female	96	±2	1.6	±0.1	
Not Deployed Past 12 Months	96	±1	1.5	±0.1	
Deployed Past 12 Months	96	±1	1.6	±0.1	
<b>WHITE</b>	96	±1	1.5	±0.1	
Army	96	±2	1.6	±0.1	
Navy	96	±2	1.5	±0.1	
Marine Corps	96	±2	1.6	±0.1	
Air Force	97	±1	1.3	±0.1	
Enlisted	96	±1	1.6	±0.1	
E1 – E4	97	±2	1.7	±0.1	
E5 – E9	95	±2	1.5	±0.1	
Officers	97	±2	1.3	±0.1	
O1 – O3	98	±2	1.3	±0.1	
O4 – O6	96	±2	1.3	±0.1	
<b>BLACK</b>	95	±1	1.5	±0.1	
Army	94	±2	1.5	±0.1	
Navy	95	±2	1.5	±0.1	
Marine Corps	94	±2	1.6	±0.1	
Air Force	96	±2	1.3	±0.1	
Enlisted	95	±2	1.5	±0.1	
E1 – E4	96	±2	1.6	±0.1	
E5 – E9	94	±2	1.4	±0.1	
Officers	96	±2	1.3	±0.1	
O1 – O3	96	±2	1.3	±0.1	
O4 – O6	95	±2	1.3	±0.1	
<b>HISPANIC</b>	95	±2	1.5	±0.1	
Army	96	±2	1.6	±0.1	
Navy	93	±3	1.5	±0.1	
Marine Corps	95	±3	1.6	±0.2	
Air Force	96	±3	1.3	±0.1	
Enlisted	95	±2	1.5	±0.1	
E1 – E4	95	±2	1.6	±0.1	
E5 – E9	95	±2	1.5	±0.1	

Note. Percent responding are active duty members who answered the question. Depression is a common mental disorder characterized by depressed mood, loss of interest or pleasure, feelings of guilt or low self-worth, disturbed sleep or appetite, low energy, and poor concentration. The scale ranges from 1 to 4. Higher scores indicate higher levels of depression. Cronbach's coefficient alpha = .92. One item, "Thoughts that you would be better off dead, or of hurting yourself in some way," on the Patient Health Questionnaire (PHQ-9) Depression Scale was excluded from this survey.

43. Continued	Percent Responding		Mean	Max ME	Depression Scale
Officers	96	±3	1.4	±0.1	
O1 – O3	95	±5	1.3	±0.1	
O4 – O6	97	±2	1.4	±0.1	
AIAN	95	±6	1.8	±0.2	
Army	92	±12	1.9	±0.3	
Navy	95	±4	1.7	±0.2	
Marine Corps	98	±2	NR		
Air Force	97	±2	1.3	±0.1	
Enlisted	94	±7	1.8	±0.3	
E1 – E4	90	±12	2.1	±0.4	
E5 – E9	98	±2	1.6	±0.1	
Officers	98	±2	NR		
O1 – O3	98	±2	NR		
O4 – O6	98	±3	NR		
ASIAN	95	±2	1.6	±0.1	
Army	95	±3	1.7	±0.2	
Navy	96	±2	1.6	±0.1	
Marine Corps	91	±11	1.6	±0.1	
Air Force	96	±2	1.3	±0.1	
Enlisted	96	±1	1.6	±0.1	
E1 – E4	97	±2	1.7	±0.2	
E5 – E9	96	±2	1.5	±0.1	
Officers	92	±7	1.4	±0.2	
O1 – O3	90	±11	1.4	±0.2	
O4 – O6	96	±2	1.3	±0.1	
NHPI	97	±2	1.7	±0.2	
Army	99	±2	1.9	±0.3	
Navy	99	±2	1.7	±0.3	
Marine Corps	87	±13	1.6	±0.2	
Air Force	95	±3	1.3	±0.1	
Enlisted	97	±2	1.8	±0.2	
Officers	97	±4	1.2	±0.2	
TWO OR MORE RACES	96	±2	1.7	±0.1	
Army	96	±5	1.8	±0.2	
Navy	97	±2	1.7	±0.2	
Marine Corps	96	±5	1.8	±0.3	
Air Force	96	±4	1.5	±0.2	
Enlisted	97	±2	1.7	±0.2	
E1 – E4	98	±2	1.8	±0.2	
E5 – E9	95	±4	1.6	±0.1	
Officers	94	±6	1.4	±0.2	
O1 – O3	92	±8	1.4	±0.2	
O4 – O6	98	±2	NR		
COAST GUARD	96	±1	1.4	±0.1	
White	96	±2	1.4	±0.1	
Black	95	±2	1.4	±0.1	
Hispanic	95	±3	1.5	±0.1	
Other Race/Ethnicity	97	±2	1.5	±0.1	
Enlisted	96	±2	1.4	±0.1	
Officers	97	±2	1.4	±0.1	
Male	96	±2	1.4	±0.1	
Female	96	±2	1.5	±0.1	
Not Deployed Past 12 Months	96	±2	1.4	±0.1	
Deployed Past 12 Months	96	±3	1.5	±0.1	

NR: Not reportable

**44. Were any of the problems you marked in the previous questions a result of experiencing...{Subitems a-d}**

- a. Race/ethnicity-related assault while deployed?      b. Race/ethnicity-related assault while not deployed?      c. Sexual assault while deployed?
- d. Sexual assault while not deployed?

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			a	b	c	d				
<b>TOTAL DOD</b>	77	±1	3	4	1	2	±1	6.0	±1.0	
Army	82	±2	4	5	1	2	±2	8.0	±2.0	
Navy	80	±2	4	5	2	3	±2	7.0	±2.0	
Marine Corps	80	±3	2	3	1	2	±2	5.0	±2.0	
Air Force	66	±2	1	2	1	1	±1	3.0	±1.0	
Enlisted	79	±2	3	5	2	2	±1	7.0	±1.0	
E1 – E4	81	±2	4	7	2	3	±2	9.0	±2.0	
E5 – E9	77	±2	2	3	1	1	±1	5.0	±1.0	
Officers	70	±3	1	2	1	1	±1	3.0	±2.0	
O1 – O3	69	±4	1	2	0	2	±2	3.0	±2.0	
O4 – O6	71	±4	1	2	1	1	±2	2.0	±2.0	
Male	77	±2	3	4	1	1	±1	5.0	±1.0	
Female	79	±3	4	6	3	7	±2	14.0	±3.0	
Not Deployed Past 12 Months	75	±2	2	4	1	2	±1	6.0	±1.0	
Deployed Past 12 Months	81	±2	5	5	2	2	±2	7.0	±2.0	
<b>WHITE</b>	77	±2	2	2	1	2	±1	4.0	±1.0	
Army	82	±3	2	3	1	1	±2	4.0	±2.0	
Navy	79	±3	3	4	2	2	±2	4.0	±2.0	
Marine Corps	79	±5	1	2	1	2	±3	3.0	±3.0	
Air Force	66	±3	1	1	1	1	±2	2.0	±2.0	
Enlisted	79	±2	2	3	1	2	±1	4.0	±1.0	
E1 – E4	81	±3	3	4	2	3	±2	6.0	±2.0	
E5 – E9	77	±2	1	2	1	1	±1	3.0	±2.0	
Officers	70	±3	0	1	0	1	±2	2.0	±2.0	
O1 – O3	69	±5	0	1	1	2	±3	2.0	±3.0	
O4 – O6	71	±4	0	1	0	1	±2	1.0	±2.0	
<b>BLACK</b>	77	±2	5	6	2	2	±2	10.0	±2.0	
Army	80	±4	5	6	2	1	±3	10.0	±4.0	
Navy	77	±4	8	9	3	4	±4	13.0	±4.0	
Marine Corps	80	±4	5	8	2	3	±3	11.0	±4.0	
Air Force	67	±4	2	5	1	1	±3	6.0	±3.0	
Enlisted	78	±2	5	7	2	2	±2	10.0	±3.0	
E1 – E4	80	±4	7	10	2	4	±4	15.0	±5.0	
E5 – E9	76	±3	4	4	2	2	±2	7.0	±2.0	
Officers	70	±4	4	6	0	1	±3	8.0	±3.0	
O1 – O3	72	±5	3	5	0	1	±3	7.0	±3.0	
O4 – O6	68	±6	4	5	0	1	±3	7.0	±3.0	
<b>HISPANIC</b>	78	±3	4	7	1	2	±2	10.0	±2.0	
Army	80	±4	7	10	2	3	±4	13.0	±4.0	
Navy	84	±4	4	7	1	2	±4	10.0	±5.0	
Marine Corps	81	±4	3	3	2	2	±5	6.0	±4.0	
Air Force	61	±6	1	5	0	1	±5	5.0	±5.0	
Enlisted	79	±3	5	7	1	3	±2	10.0	±3.0	
E1 – E4	81	±4	6	10	2	3	±4	14.0	±4.0	
E5 – E9	77	±3	4	5	1	2	±2	7.0	±3.0	

Note. Percent responding are active duty members who answered the question and who experienced some problem in the past 30 days (Q42/Q43). The percentage reporting yes only includes those who indicated experiencing at least one item in a-d.

44. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			a	b	c	d				
Officers	69	±6	2	3	1	0	±2	4.0	±2.0	
O1 – O3	66	±8	3	2	1	1	±2	4.0	±3.0	
O4 – O6	75	±5	2	4	2	1	±4	5.0	±3.0	
AIAN	86	±4	3	9	2	3	±9	12.0	±9.0	
Army	90	±4	3	NR	1	1	±3	16.0	±17.0	
Navy	80	±11	2	4	NR	NR	±6	NR		
Marine Corps	84	±10	2	5	0	1	±6	6.0	±7.0	
Air Force	83	±7	1	2	1	1	±4	3.0	±3.0	
Enlisted	87	±4	3	11	3	3	±10	14.0	±10.0	
E1 – E4	86	±6	4	NR	1	2	±4	19.0	±18.0	
E5 – E9	87	±4	2	3	NR	NR	±3	8.0	±10.0	
Officers	80	±18	1	1	0	1	±2	1.0	±2.0	
O1 – O3	55	±33	1	1	0	1	±3	2.0	±4.0	
O4 – O6	93	±7	0	0	NR	NR	±2	0.0	±2.0	
ASIAN	78	±3	8	9	2	3	±4	13.0	±4.0	
Army	81	±5	14	14	2	3	±10	21.0	±10.0	
Navy	81	±4	8	7	2	3	±6	12.0	±6.0	
Marine Corps	78	±11	2	7	1	2	±4	8.0	±4.0	
Air Force	65	±6	4	7	3	3	±9	7.0	±6.0	
Enlisted	79	±3	9	9	2	3	±5	14.0	±5.0	
E1 – E4	80	±4	12	11	2	3	±10	19.0	±9.0	
E5 – E9	79	±4	7	9	2	3	±4	10.0	±4.0	
Officers	69	±7	4	7	0	2	±10	10.0	±9.0	
O1 – O3	69	±10	6	10	0	2	±15	13.0	±14.0	
O4 – O6	71	±9	2	3	0	1	±2	4.0	±3.0	
NHPI	81	±6	11	9	5	5	±9	14.0	±9.0	
Army	89	±8	13	9	5	NR	±14	15.0	±14.0	
Navy	75	±11	NR	15	NR	NR	±18	17.0	±17.0	
Marine Corps	82	±7	2	4	1	0	±6	6.0	±6.0	
Air Force	55	±13	3	6	1	4	±4	8.0	±5.0	
Enlisted	82	±6	11	10	5	5	±10	14.0	±9.0	
Officers	62	±35	NR	1	NR	NR	±3	1.0	±3.0	
TWO OR MORE RACES	86	±4	4	7	1	3	±6	9.0	±6.0	
Army	93	±6	4	10	0	2	±14	12.0	±13.0	
Navy	81	±8	8	7	5	5	±12	9.0	±10.0	
Marine Corps	91	±7	NR	NR	0	3	±11	NR		
Air Force	80	±6	0	1	0	2	±8	3.0	±6.0	
Enlisted	87	±4	4	8	1	3	±7	10.0	±7.0	
E1 – E4	88	±6	7	11	2	4	±12	13.0	±11.0	
E5 – E9	87	±5	1	4	0	2	±6	5.0	±6.0	
Officers	79	±10	6	NR	NR	NR	±13	7.0	±12.0	
O1 – O3	78	±12	0	1	0	1	±4	2.0	±3.0	
O4 – O6	76	±19	NR	NR	NR	NR		NR		
COAST GUARD	75	±3	1	2	1	1	±1	4.0	±1.0	
White	74	±3	1	1	1	1	±2	2.0	±2.0	
Black	80	±3	5	8	0	1	±3	10.0	±3.0	
Hispanic	77	±4	4	6	2	3	±5	8.0	±4.0	
Other Race/Ethnicity	77	±6	2	5	1	2	±5	7.0	±5.0	
Enlisted	75	±3	2	3	1	1	±2	4.0	±2.0	
Officers	74	±4	0	1	0	1	±1	2.0	±1.0	
Male	74	±3	1	2	0	1	±1	3.0	±2.0	
Female	80	±3	3	4	4	6	±4	9.0	±3.0	
Not Deployed Past 12 Months	73	±3	1	2	1	1	±1	3.0	±1.0	
Deployed Past 12 Months	80	±5	3	3	1	1	±3	5.0	±3.0	

NR: Not reportable


**44. Were any of the problems you marked in the previous questions a result of experiencing...{Subitems e-h}**

e. Combat or being in a combat zone?

f. Other traumatic military events?

g. Other traumatic non-military events?

h. Traumatic events prior to entering military service?

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			e	f	g	h				
<b>TOTAL DOD</b>	77	±1	25	17	17	8	±2	41.0	±2.0	
Army	82	±2	43	23	18	8	±3	54.0	±3.0	
Navy	80	±2	10	14	16	7	±2	28.0	±3.0	
Marine Corps	80	±3	23	19	20	12	±4	44.0	±4.0	
Air Force	66	±2	10	9	13	5	±2	25.0	±3.0	
Enlisted	79	±2	26	18	18	9	±2	41.0	±2.0	
E1 – E4	81	±2	22	16	20	13	±3	40.0	±3.0	
E5 – E9	77	±2	29	19	16	5	±2	43.0	±2.0	
Officers	70	±3	22	16	12	3	±3	36.0	±3.0	
O1 – O3	69	±4	20	14	12	4	±4	34.0	±4.0	
O4 – O6	71	±4	23	17	12	2	±4	36.0	±5.0	
Male	77	±2	27	18	16	7	±2	41.0	±2.0	
Female	79	±3	17	16	22	11	±3	40.0	±3.0	
Not Deployed Past 12 Months	75	±2	17	15	17	8	±2	35.0	±2.0	
Deployed Past 12 Months	81	±2	38	21	17	8	±3	49.0	±3.0	
<b>WHITE</b>	77	±2	25	17	16	7	±2	40.0	±2.0	
Army	82	±3	43	22	17	8	±4	53.0	±4.0	
Navy	79	±3	8	14	14	7	±3	27.0	±4.0	
Marine Corps	79	±5	24	21	20	12	±6	46.0	±6.0	
Air Force	66	±3	9	9	13	4	±3	24.0	±4.0	
Enlisted	79	±2	26	18	17	8	±2	41.0	±3.0	
E1 – E4	81	±3	22	17	19	12	±4	40.0	±4.0	
E5 – E9	77	±2	29	18	15	5	±3	43.0	±3.0	
Officers	70	±3	20	15	11	3	±3	33.0	±4.0	
O1 – O3	69	±5	18	13	11	4	±5	32.0	±6.0	
O4 – O6	71	±4	21	16	11	2	±5	34.0	±5.0	
<b>BLACK</b>	77	±2	25	17	19	9	±3	41.0	±3.0	
Army	80	±4	37	22	20	8	±5	51.0	±5.0	
Navy	77	±4	12	12	20	10	±4	31.0	±5.0	
Marine Corps	80	±4	22	17	22	14	±6	42.0	±6.0	
Air Force	67	±4	12	12	13	8	±4	28.0	±5.0	
Enlisted	78	±2	25	17	19	9	±3	41.0	±3.0	
E1 – E4	80	±4	19	13	23	15	±6	41.0	±6.0	
E5 – E9	76	±3	28	20	17	5	±4	42.0	±4.0	
Officers	70	±4	23	14	15	3	±4	37.0	±5.0	
O1 – O3	72	±5	20	14	15	4	±5	34.0	±6.0	
O4 – O6	68	±6	23	15	15	2	±5	39.0	±6.0	
<b>HISPANIC</b>	78	±3	28	18	18	8	±3	43.0	±3.0	
Army	80	±4	48	27	18	9	±5	61.0	±5.0	
Navy	84	±4	10	12	17	7	±5	27.0	±6.0	
Marine Corps	81	±4	23	15	19	13	±9	39.0	±8.0	
Air Force	61	±6	11	8	14	4	±6	27.0	±7.0	
Enlisted	79	±3	28	18	18	9	±3	43.0	±4.0	
E1 – E4	81	±4	24	16	19	12	±5	40.0	±6.0	
E5 – E9	77	±3	31	20	17	6	±4	45.0	±4.0	

Note. Percent responding are active duty members who answered the question and who experienced some problem in the past 30 days (Q42/Q43). The percentage reporting yes only includes those who indicated experiencing at least one item in e-h.

44. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			e	f	g	h				
Officers	69	±6	37	20	13	4	±8	48.0	±7.0	
O1 – O3	66	±8	32	17	14	3	±10	41.0	±9.0	
O4 – O6	75	±5	31	22	14	4	±9	47.0	±9.0	
AIAN	86	±4	38	22	26	14	±11	56.0	±10.0	
Army	90	±4	47	29	29	18	±17	63.0	±15.0	
Navy	80	±11	13	17	17	7	±17	41.0	±14.0	
Marine Corps	84	±10	NR	15	NR	7	±15	NR		
Air Force	83	±7	NR	NR	NR	NR		NR		
Enlisted	87	±4	32	16	26	14	±12	52.0	±10.0	
E1 – E4	86	±6	NR	8	28	21	±18	NR		
E5 – E9	87	±4	35	23	24	8	±14	52.0	±11.0	
Officers	80	±18	80	NR	NR	NR	±17	84.0	±13.0	
O1 – O3	55	±33	NR	NR	NR	NR		NR		
O4 – O6	93	±7	NR	NR	NR	1	±3	91.0	±14.0	
ASIAN	78	±3	18	16	13	8	±5	31.0	±4.0	
Army	81	±5	36	29	18	12	±11	47.0	±8.0	
Navy	81	±4	10	10	10	3	±3	21.0	±4.0	
Marine Corps	78	±11	14	12	12	NR	±9	41.0	±16.0	
Air Force	65	±6	10	9	11	6	±6	20.0	±6.0	
Enlisted	79	±3	18	16	12	8	±5	30.0	±5.0	
E1 – E4	80	±4	14	15	10	13	±11	31.0	±9.0	
E5 – E9	79	±4	20	16	14	4	±4	30.0	±5.0	
Officers	69	±7	21	15	15	7	±10	33.0	±9.0	
O1 – O3	69	±10	14	15	13	6	±13	29.0	±11.0	
O4 – O6	71	±9	29	NR	NR	NR	±17	37.0	±16.0	
NHPI	81	±6	35	28	28	14	±12	52.0	±11.0	
Army	89	±8	47	33	31	11	±16	60.0	±16.0	
Navy	75	±11	NR	NR	28	NR	±16	NR		
Marine Corps	82	±7	17	9	25	NR	±18	41.0	±15.0	
Air Force	55	±13	9	10	14	8	±5	24.0	±5.0	
Enlisted	82	±6	34	27	29	14	±12	52.0	±11.0	
Officers	62	±35	NR	NR	9	1	±14	NR		
TWO OR MORE RACES	86	±4	27	21	21	11	±7	42.0	±7.0	
Army	93	±6	44	26	25	14	±13	59.0	±13.0	
Navy	81	±8	17	23	25	15	±11	36.0	±10.0	
Marine Corps	91	±7	NR	NR	NR	7	±9	NR		
Air Force	80	±6	13	11	10	4	±9	26.0	±10.0	
Enlisted	87	±4	26	21	21	11	±7	41.0	±8.0	
E1 – E4	88	±6	22	21	24	16	±12	37.0	±12.0	
E5 – E9	87	±5	31	21	17	5	±9	46.0	±9.0	
Officers	79	±10	37	20	24	7	±15	51.0	±14.0	
O1 – O3	78	±12	NR	16	NR	NR	±16	NR		
O4 – O6	76	±19	NR	NR	NR	NR		NR		
COAST GUARD	75	±3	3	12	16	5	±3	25.0	±3.0	
White	74	±3	3	12	16	4	±4	25.0	±4.0	
Black	80	±3	2	8	16	7	±3	25.0	±4.0	
Hispanic	77	±4	4	11	20	6	±5	28.0	±5.0	
Other Race/Ethnicity	77	±6	2	11	17	9	±5	24.0	±6.0	
Enlisted	75	±3	3	12	17	5	±3	26.0	±4.0	
Officers	74	±4	2	9	15	2	±4	21.0	±4.0	
Male	74	±3	3	11	16	4	±3	24.0	±4.0	
Female	80	±3	3	12	20	10	±4	30.0	±4.0	
Not Deployed Past 12 Months	73	±3	2	11	17	5	±3	24.0	±3.0	
Deployed Past 12 Months	80	±5	6	12	16	4	±6	27.0	±7.0	

NR: Not reportable



45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	82	12	5	2	±1	1.3	±0.1	
Army	99	±1	78	14	6	2	±2	1.3	±0.1	
Navy	99	±1	80	13	5	2	±2	1.3	±0.1	
Marine Corps	99	±1	82	12	4	3	±3	1.3	±0.1	
Air Force	100	±1	91	7	2	1	±2	1.1	±0.1	
Enlisted	99	±1	80	13	5	2	±2	1.3	±0.1	
E1 – E4	99	±1	78	13	6	3	±2	1.3	±0.1	
E5 – E9	99	±1	83	12	4	1	±2	1.2	±0.1	
Officers	100	±1	89	8	1	1	±2	1.1	±0.1	
O1 – O3	100	±1	88	10	2	1	±3	1.2	±0.1	
O4 – O6	100	±1	91	7	1	0	±3	1.1	±0.1	
Male	99	±1	82	12	4	2	±2	1.3	±0.1	
Female	100	±1	79	13	5	2	±3	1.3	±0.1	
Not Deployed Past 12 Months	99	±1	84	11	4	1	±2	1.2	±0.1	
Deployed Past 12 Months	99	±1	78	14	6	3	±2	1.3	±0.1	
WHITE	99	±1	85	10	4	1	±2	1.2	±0.1	
Army	99	±1	82	11	5	2	±3	1.3	±0.1	
Navy	100	±1	83	12	4	1	±3	1.2	±0.1	
Marine Corps	99	±1	85	10	3	2	±4	1.2	±0.1	
Air Force	100	±1	93	6	1	0	±2	1.1	±0.1	
Enlisted	99	±1	84	10	4	2	±2	1.2	±0.1	
E1 – E4	99	±1	82	11	5	2	±3	1.3	±0.1	
E5 – E9	99	±1	86	10	4	1	±2	1.2	±0.1	
Officers	100	±1	91	7	1	1	±2	1.1	±0.1	
O1 – O3	100	±1	91	8	1	1	±3	1.1	±0.1	
O4 – O6	99	±1	93	6	0	0	±3	1.1	±0.1	
BLACK	99	±1	75	15	6	3	±3	1.4	±0.1	
Army	99	±1	72	17	7	4	±5	1.4	±0.1	
Navy	99	±1	74	15	8	3	±4	1.4	±0.1	
Marine Corps	99	±1	73	16	9	2	±5	1.4	±0.1	
Air Force	99	±1	83	11	3	3	±4	1.3	±0.1	
Enlisted	99	±1	75	15	6	3	±3	1.4	±0.1	
E1 – E4	98	±2	71	16	9	5	±5	1.5	±0.1	
E5 – E9	100	±1	77	15	5	2	±3	1.3	±0.1	
Officers	100	±1	79	15	4	2	±4	1.3	±0.1	
O1 – O3	100	±1	75	18	5	2	±5	1.3	±0.1	
O4 – O6	100	±1	79	16	4	1	±7	1.3	±0.1	
HISPANIC	99	±1	78	14	6	2	±3	1.3	±0.1	
Army	99	±1	75	17	7	2	±4	1.4	±0.1	
Navy	99	±1	76	16	6	1	±5	1.3	±0.1	
Marine Corps	100	±1	78	15	4	3	±6	1.3	±0.1	
Air Force	99	±1	88	7	4	1	±4	1.2	±0.1	
Enlisted	99	±1	77	15	6	2	±3	1.3	±0.1	
E1 – E4	99	±1	75	15	7	3	±5	1.4	±0.1	
E5 – E9	99	±1	80	14	5	1	±3	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

45a. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	87	10	2	1	±4	1.2	±0.1	
O1 – O3	100	±1	86	10	4	1	±4	1.2	±0.1	
O4 – O6	100	±1	87	11	1	1	±6	1.1	±0.1	
AIAN	100	±1	78	14	5	2	±8	1.3	±0.1	
Army	100	±1	69	22	7	3	±15	1.4	±0.2	
Navy	100	±0	83	10	6	1	±8	1.3	±0.2	
Marine Corps	99	±2	85	8	5	2	±10	1.2	±0.2	
Air Force	100	±1	91	7	1	1	±5	1.1	±0.1	
Enlisted	100	±1	76	16	6	2	±9	1.4	±0.1	
E1 – E4	100	±1	70	20	7	3	±15	1.4	±0.2	
E5 – E9	100	±1	82	12	5	2	±8	1.3	±0.1	
Officers	100	±0	94	4	1	1	±5	1.1	±0.1	
O1 – O3	100	±0	90	7	1	1	±9	1.1	±0.1	
O4 – O6	100	±0	96	3	0	0	±6	1.0	±0.1	
ASIAN	99	±1	75	16	7	2	±4	1.3	±0.1	
Army	100	±1	68	19	10	3	±9	1.5	±0.2	
Navy	99	±1	74	18	7	2	±5	1.4	±0.1	
Marine Corps	100	±1	80	15	4	2	±7	1.3	±0.1	
Air Force	100	±1	86	10	4	0	±6	1.2	±0.1	
Enlisted	99	±1	73	17	8	2	±4	1.4	±0.1	
E1 – E4	99	±1	66	21	10	3	±7	1.5	±0.2	
E5 – E9	99	±1	79	14	6	1	±4	1.3	±0.1	
Officers	100	±1	84	12	3	0	±7	1.2	±0.1	
O1 – O3	100	±1	81	14	5	0	±11	1.2	±0.2	
O4 – O6	100	±1	90	9	1	0	±4	1.1	±0.1	
NHPI	100	±1	69	20	9	2	±10	1.4	±0.2	
Army	100	±1	65	24	9	1	±16	1.5	±0.2	
Navy	100	±1	64	11	NR	NR	±16	1.7	±0.4	
Marine Corps	100	±0	67	27	6	1	±15	1.4	±0.2	
Air Force	100	±1	89	9	1	1	±4	1.1	±0.1	
Enlisted	100	±1	67	21	10	2	±10	1.5	±0.2	
Officers	100	±0	97	3	NR	NR	±5	1.0	±0.1	
TWO OR MORE RACES	100	±1	75	17	5	3	±6	1.4	±0.1	
Army	100	±0	70	25	3	NR	±13	1.4	±0.2	
Navy	99	±2	75	15	6	4	±10	1.4	±0.2	
Marine Corps	100	±1	NR	NR	NR	NR		1.6	±0.4	
Air Force	100	±1	89	8	1	1	±6	1.1	±0.1	
Enlisted	100	±1	75	17	5	3	±7	1.4	±0.1	
E1 – E4	100	±1	68	21	6	5	±11	1.5	±0.2	
E5 – E9	99	±2	83	12	5	0	±7	1.2	±0.1	
Officers	100	±1	78	18	2	3	±14	1.3	±0.2	
O1 – O3	100	±1	74	24	2	0	±18	1.3	±0.2	
O4 – O6	100	±0	NR	5	0	NR	±5	NR		
COAST GUARD	100	±1	87	10	3	0	±2	1.2	±0.1	
White	100	±1	90	8	2	0	±3	1.1	±0.1	
Black	99	±1	71	19	7	3	±3	1.4	±0.1	
Hispanic	100	±1	80	13	5	1	±4	1.3	±0.1	
Other Race/Ethnicity	100	±1	78	15	6	1	±6	1.3	±0.1	
Enlisted	100	±1	86	10	3	0	±2	1.2	±0.1	
Officers	100	±1	89	9	1	0	±4	1.1	±0.1	
Male	100	±1	88	10	2	0	±2	1.2	±0.1	
Female	100	±1	82	11	5	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	100	±1	88	10	2	0	±2	1.2	±0.1	
Deployed Past 12 Months	100	±1	85	11	4	1	±5	1.2	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	100	±1	72	17	8	3	±2	1.4	±0.1	
Army	99	±1	67	19	9	5	±2	1.5	±0.1	
Navy	100	±1	69	20	9	3	±3	1.5	±0.1	
Marine Corps	100	±1	71	18	8	4	±4	1.5	±0.1	
Air Force	99	±1	84	11	3	1	±2	1.2	±0.1	
Enlisted	100	±1	70	18	8	4	±2	1.5	±0.1	
E1 – E4	99	±1	67	18	9	5	±3	1.5	±0.1	
E5 – E9	100	±1	72	18	7	3	±2	1.4	±0.1	
Officers	100	±1	82	14	4	1	±2	1.2	±0.1	
O1 – O3	100	±1	79	15	5	1	±3	1.3	±0.1	
O4 – O6	100	±1	87	11	1	1	±3	1.2	±0.1	
Male	100	±1	72	17	8	3	±2	1.4	±0.1	
Female	100	±1	70	19	8	3	±3	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	75	16	7	3	±2	1.4	±0.1	
Deployed Past 12 Months	100	±1	67	19	9	5	±2	1.5	±0.1	
WHITE	100	±1	76	16	6	2	±2	1.3	±0.1	
Army	99	±1	71	18	8	3	±3	1.4	±0.1	
Navy	100	±1	73	18	7	2	±4	1.4	±0.1	
Marine Corps	100	±1	76	16	5	4	±5	1.4	±0.1	
Air Force	99	±1	87	9	2	1	±2	1.2	±0.1	
Enlisted	100	±1	74	17	7	3	±2	1.4	±0.1	
E1 – E4	100	±1	72	18	7	3	±3	1.4	±0.1	
E5 – E9	100	±1	76	16	6	2	±3	1.4	±0.1	
Officers	99	±1	85	12	3	1	±3	1.2	±0.1	
O1 – O3	100	±1	83	12	4	1	±4	1.2	±0.1	
O4 – O6	99	±1	89	10	1	0	±3	1.1	±0.1	
BLACK	100	±1	66	18	10	6	±3	1.6	±0.1	
Army	100	±1	64	19	10	8	±5	1.6	±0.1	
Navy	99	±1	64	18	13	4	±4	1.6	±0.1	
Marine Corps	99	±1	59	22	13	6	±5	1.7	±0.1	
Air Force	99	±1	75	16	5	3	±4	1.4	±0.1	
Enlisted	100	±1	65	18	10	6	±3	1.6	±0.1	
E1 – E4	100	±1	62	15	14	10	±5	1.7	±0.2	
E5 – E9	100	±1	67	21	8	4	±3	1.5	±0.1	
Officers	100	±1	73	17	9	1	±4	1.4	±0.1	
O1 – O3	100	±1	67	21	10	2	±5	1.5	±0.1	
O4 – O6	100	±1	76	18	6	1	±7	1.3	±0.1	
HISPANIC	99	±1	64	21	10	4	±3	1.6	±0.1	
Army	99	±1	61	23	11	5	±5	1.6	±0.1	
Navy	99	±1	59	25	12	3	±5	1.6	±0.1	
Marine Corps	99	±1	65	17	12	6	±6	1.6	±0.2	
Air Force	100	±1	77	15	6	3	±5	1.3	±0.1	
Enlisted	99	±1	64	21	11	5	±3	1.6	±0.1	
E1 – E4	99	±1	63	18	13	6	±5	1.6	±0.1	
E5 – E9	99	±1	64	23	9	3	±3	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

45b. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	68	25	6	2	±6	1.4	±0.1	
O1 – O3	100	±0	65	25	7	2	±8	1.5	±0.2	
O4 – O6	100	±1	77	19	2	1	±8	1.3	±0.1	
AIAN	100	±1	66	20	8	6	±9	1.5	±0.2	
Army	100	±1	63	17	10	NR	±14	1.7	±0.4	
Navy	100	±1	69	18	11	2	±13	1.5	±0.2	
Marine Corps	99	±1	NR	NR	5	4	±5	1.4	±0.3	
Air Force	100	±0	NR	NR	2	2	±2	1.4	±0.2	
Enlisted	100	±1	62	22	9	7	±10	1.6	±0.2	
E1 – E4	99	±1	59	17	12	NR	±15	1.8	±0.4	
E5 – E9	100	±1	64	28	6	2	±12	1.5	±0.2	
Officers	100	±1	91	6	1	1	±7	1.1	±0.1	
O1 – O3	100	±0	85	10	2	3	±14	1.2	±0.2	
O4 – O6	99	±1	95	4	1	0	±8	1.1	±0.1	
ASIAN	99	±1	63	23	10	4	±4	1.6	±0.1	
Army	99	±2	56	23	13	8	±8	1.7	±0.2	
Navy	99	±1	59	26	11	4	±5	1.6	±0.1	
Marine Corps	99	±1	58	28	9	5	±16	1.6	±0.2	
Air Force	98	±4	81	13	5	1	±4	1.3	±0.1	
Enlisted	99	±2	60	24	12	4	±4	1.6	±0.1	
E1 – E4	99	±3	52	27	14	7	±7	1.8	±0.2	
E5 – E9	99	±2	66	22	10	3	±4	1.5	±0.1	
Officers	99	±1	74	17	4	5	±8	1.4	±0.2	
O1 – O3	100	±1	69	19	5	7	±11	1.5	±0.3	
O4 – O6	100	±1	83	15	2	0	±5	1.2	±0.1	
NHPI	100	±1	63	17	17	3	±10	1.6	±0.2	
Army	100	±0	60	17	21	2	±16	1.6	±0.3	
Navy	100	±1	58	17	NR	NR	±15	1.7	±0.4	
Marine Corps	100	±0	56	27	10	7	±15	1.7	±0.2	
Air Force	100	±0	84	12	3	1	±6	1.2	±0.1	
Enlisted	100	±1	62	18	18	3	±11	1.6	±0.2	
Officers	100	±0	93	6	1	1	±9	1.1	±0.1	
TWO OR MORE RACES	100	±1	64	21	9	6	±6	1.6	±0.2	
Army	100	±1	56	25	10	10	±12	1.7	±0.3	
Navy	100	±1	68	16	9	7	±9	1.5	±0.2	
Marine Corps	100	±1	NR	NR	16	6	±17	1.8	±0.3	
Air Force	100	±1	76	19	4	2	±10	1.3	±0.2	
Enlisted	100	±1	63	21	9	7	±7	1.6	±0.2	
E1 – E4	100	±1	58	24	8	11	±11	1.7	±0.3	
E5 – E9	100	±1	70	17	11	2	±8	1.5	±0.2	
Officers	99	±1	66	25	6	3	±13	1.5	±0.2	
O1 – O3	99	±2	61	31	8	0	±16	1.5	±0.2	
O4 – O6	100	±1	NR	9	3	NR	±6	NR		
COAST GUARD	100	±1	76	16	6	2	±3	1.3	±0.1	
White	100	±1	80	14	5	1	±3	1.3	±0.1	
Black	100	±1	60	26	10	4	±4	1.6	±0.1	
Hispanic	100	±1	62	22	12	4	±4	1.6	±0.1	
Other Race/Ethnicity	100	±1	67	18	9	6	±6	1.5	±0.2	
Enlisted	100	±1	74	16	7	2	±3	1.4	±0.1	
Officers	100	±1	82	14	3	0	±4	1.2	±0.1	
Male	100	±1	76	16	6	2	±3	1.3	±0.1	
Female	100	±1	75	16	7	2	±3	1.4	±0.1	
Not Deployed Past 12 Months	100	±1	78	14	6	1	±3	1.3	±0.1	
Deployed Past 12 Months	100	±1	69	21	7	3	±6	1.5	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

c. Were condescending to you because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	84	10	5	2	±1	1.2	±0.1	
Army	99	±1	80	12	6	3	±2	1.3	±0.1	
Navy	99	±1	82	11	6	1	±2	1.3	±0.1	
Marine Corps	99	±1	84	10	4	2	±3	1.2	±0.1	
Air Force	99	±1	92	5	2	1	±2	1.1	±0.1	
Enlisted	99	±1	82	11	5	2	±2	1.3	±0.1	
E1 – E4	99	±1	80	11	6	3	±2	1.3	±0.1	
E5 – E9	99	±1	84	10	4	1	±2	1.2	±0.1	
Officers	99	±1	92	6	2	1	±2	1.1	±0.1	
O1 – O3	99	±1	91	6	2	1	±2	1.1	±0.1	
O4 – O6	100	±1	93	5	1	1	±2	1.1	±0.1	
Male	99	±1	84	10	4	2	±1	1.2	±0.1	
Female	99	±1	80	12	6	2	±3	1.3	±0.1	
Not Deployed Past 12 Months	99	±1	86	9	4	1	±2	1.2	±0.1	
Deployed Past 12 Months	99	±1	81	11	5	3	±2	1.3	±0.1	
WHITE	99	±1	89	7	3	1	±2	1.2	±0.1	
Army	99	±1	85	9	4	2	±3	1.2	±0.1	
Navy	99	±1	88	8	3	1	±3	1.2	±0.1	
Marine Corps	99	±2	89	7	2	2	±4	1.2	±0.1	
Air Force	99	±1	95	4	1	0	±2	1.1	±0.1	
Enlisted	99	±1	87	8	3	1	±2	1.2	±0.1	
E1 – E4	99	±1	85	9	4	2	±3	1.2	±0.1	
E5 – E9	99	±1	89	7	3	1	±2	1.2	±0.1	
Officers	99	±1	95	4	1	1	±2	1.1	±0.1	
O1 – O3	99	±1	94	4	1	1	±3	1.1	±0.1	
O4 – O6	99	±1	96	3	1	0	±3	1.1	±0.1	
BLACK	99	±1	75	14	8	3	±3	1.4	±0.1	
Army	99	±2	71	15	10	4	±5	1.5	±0.1	
Navy	99	±1	74	14	10	2	±4	1.4	±0.1	
Marine Corps	99	±1	74	16	7	3	±5	1.4	±0.1	
Air Force	99	±1	84	10	4	2	±3	1.2	±0.1	
Enlisted	99	±1	75	14	9	3	±3	1.4	±0.1	
E1 – E4	99	±2	73	13	11	4	±5	1.5	±0.1	
E5 – E9	99	±1	76	15	7	2	±3	1.4	±0.1	
Officers	100	±1	75	16	6	2	±4	1.4	±0.1	
O1 – O3	100	±1	72	18	8	2	±5	1.4	±0.1	
O4 – O6	100	±1	79	15	4	2	±4	1.3	±0.1	
HISPANIC	99	±1	78	14	6	2	±3	1.3	±0.1	
Army	99	±1	74	16	6	3	±4	1.4	±0.1	
Navy	99	±1	75	15	9	1	±5	1.4	±0.1	
Marine Corps	99	±1	80	12	5	3	±6	1.3	±0.1	
Air Force	100	±1	86	8	4	2	±4	1.2	±0.1	
Enlisted	99	±1	77	14	7	3	±3	1.3	±0.1	
E1 – E4	99	±1	75	14	7	4	±5	1.4	±0.1	
E5 – E9	99	±1	79	14	6	2	±3	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

45c. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	99	±1	86	11	3	1	±4	1.2	±0.1	
O1 – O3	99	±2	87	9	3	1	±5	1.2	±0.1	
O4 – O6	100	±1	82	15	2	1	±8	1.2	±0.1	
AIAN	99	±1	79	10	7	5	±10	1.4	±0.2	
Army	100	±1	71	11	10	NR	±14	1.6	±0.4	
Navy	100	±0	79	14	6	0	±15	1.3	±0.2	
Marine Corps	98	±2	86	9	4	2	±10	1.2	±0.2	
Air Force	100	±1	94	3	2	2	±4	1.1	±0.1	
Enlisted	99	±1	78	9	8	5	±11	1.4	±0.2	
E1 – E4	99	±1	71	9	11	NR	±15	1.6	±0.4	
E5 – E9	100	±1	86	9	4	1	±4	1.2	±0.1	
Officers	100	±1	NR	NR	1	1	±4	1.2	±0.3	
O1 – O3	100	±1	NR	NR	1	3	±10	NR		
O4 – O6	100	±1	NR	NR	0	0	±1	NR		
ASIAN	99	±1	72	18	8	3	±4	1.4	±0.1	
Army	99	±1	65	21	9	5	±8	1.5	±0.2	
Navy	99	±1	70	19	9	2	±5	1.4	±0.1	
Marine Corps	99	±1	68	23	6	3	±18	1.4	±0.2	
Air Force	97	±4	85	9	4	1	±5	1.2	±0.1	
Enlisted	98	±2	70	19	9	3	±4	1.4	±0.1	
E1 – E4	98	±3	62	24	10	5	±9	1.6	±0.1	
E5 – E9	99	±1	76	15	8	1	±4	1.3	±0.1	
Officers	99	±1	80	13	5	2	±6	1.3	±0.2	
O1 – O3	99	±1	77	13	6	3	±10	1.4	±0.2	
O4 – O6	100	±1	87	10	2	1	±4	1.2	±0.1	
NHPI	100	±1	71	16	10	3	±10	1.5	±0.2	
Army	100	±0	66	20	12	2	±15	1.5	±0.3	
Navy	99	±1	63	16	NR	NR	±16	1.6	±0.4	
Marine Corps	99	±2	80	10	6	5	±9	1.4	±0.2	
Air Force	99	±1	89	7	1	2	±4	1.2	±0.1	
Enlisted	100	±1	69	17	11	3	±10	1.5	±0.2	
Officers	100	±1	94	6	NR	1	±8	1.1	±0.1	
TWO OR MORE RACES	100	±1	79	13	5	3	±6	1.3	±0.1	
Army	100	±1	75	15	7	3	±12	1.4	±0.2	
Navy	100	±1	77	13	5	5	±9	1.4	±0.2	
Marine Corps	100	±1	NR	NR	10	1	±14	1.4	±0.3	
Air Force	100	±1	90	8	1	1	±6	1.1	±0.1	
Enlisted	100	±1	77	14	6	3	±7	1.3	±0.1	
E1 – E4	100	±1	71	16	8	5	±10	1.5	±0.2	
E5 – E9	100	±1	85	11	3	1	±6	1.2	±0.1	
Officers	99	±1	89	7	2	3	±10	1.2	±0.2	
O1 – O3	100	±1	90	8	2	0	±10	1.1	±0.1	
O4 – O6	100	±0	NR	3	2	NR	±4	NR		
COAST GUARD	99	±1	90	8	2	1	±2	1.1	±0.1	
White	100	±1	94	5	1	0	±2	1.1	±0.1	
Black	99	±1	72	16	10	2	±3	1.4	±0.1	
Hispanic	98	±2	79	15	4	2	±4	1.3	±0.1	
Other Race/Ethnicity	99	±1	78	16	4	2	±6	1.3	±0.1	
Enlisted	99	±1	89	8	2	1	±2	1.2	±0.1	
Officers	100	±1	93	5	2	0	±3	1.1	±0.1	
Male	100	±1	90	7	2	1	±2	1.1	±0.1	
Female	98	±2	88	9	2	1	±2	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	91	7	2	1	±2	1.1	±0.1	
Deployed Past 12 Months	100	±1	85	10	3	1	±5	1.2	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	92	5	2	1	±1	1.1	±0.1	
Army	99	±1	90	6	3	1	±2	1.2	±0.1	
Navy	99	±1	91	6	3	1	±2	1.1	±0.1	
Marine Corps	100	±1	90	7	2	1	±3	1.1	±0.1	
Air Force	99	±1	96	2	1	0	±1	1.1	±0.1	
Enlisted	99	±1	91	6	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	88	7	3	1	±2	1.2	±0.1	
E5 – E9	99	±1	93	5	2	1	±1	1.1	±0.1	
Officers	99	±1	96	3	1	0	±2	1.1	±0.1	
O1 – O3	99	±1	96	3	1	0	±2	1.1	±0.1	
O4 – O6	100	±1	96	3	0	1	±2	1.1	±0.1	
Male	99	±1	92	5	2	1	±1	1.1	±0.1	
Female	99	±1	92	5	2	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	93	5	2	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	90	6	3	2	±2	1.2	±0.1	
WHITE	99	±1	94	4	2	1	±1	1.1	±0.1	
Army	99	±1	92	5	2	1	±2	1.1	±0.1	
Navy	100	±1	93	4	2	1	±2	1.1	±0.1	
Marine Corps	100	±1	93	5	2	1	±4	1.1	±0.1	
Air Force	99	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	93	4	2	1	±2	1.1	±0.1	
E1 – E4	99	±1	91	5	2	1	±3	1.1	±0.1	
E5 – E9	100	±1	95	3	1	1	±2	1.1	±0.1	
Officers	99	±1	97	3	0	0	±2	1.0	±0.1	
O1 – O3	99	±1	97	3	0	0	±3	1.0	±0.1	
O4 – O6	100	±1	97	3	0	1	±2	1.0	±0.1	
BLACK	99	±1	88	7	4	1	±2	1.2	±0.1	
Army	100	±1	87	7	5	2	±4	1.2	±0.1	
Navy	99	±1	87	8	4	1	±4	1.2	±0.1	
Marine Corps	99	±1	85	11	3	1	±4	1.2	±0.1	
Air Force	99	±1	94	4	1	1	±3	1.1	±0.1	
Enlisted	99	±1	88	7	4	1	±2	1.2	±0.1	
E1 – E4	100	±1	83	8	7	2	±5	1.3	±0.1	
E5 – E9	99	±1	90	7	2	1	±2	1.1	±0.1	
Officers	100	±1	92	5	3	1	±3	1.1	±0.1	
O1 – O3	100	±1	91	5	3	1	±3	1.1	±0.1	
O4 – O6	99	±2	94	4	2	0	±3	1.1	±0.1	
HISPANIC	99	±1	89	8	2	1	±2	1.2	±0.1	
Army	100	±1	88	8	3	1	±3	1.2	±0.1	
Navy	99	±1	89	8	2	0	±4	1.1	±0.1	
Marine Corps	99	±1	86	10	2	2	±7	1.2	±0.1	
Air Force	100	±1	93	4	2	1	±4	1.1	±0.1	
Enlisted	99	±1	88	8	3	1	±3	1.2	±0.1	
E1 – E4	99	±1	86	9	3	1	±4	1.2	±0.1	
E5 – E9	99	±1	90	7	2	1	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

45d. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	96	3	1	0	±2	1.0	±0.1	
O1 – O3	99	±1	96	3	0	0	±2	1.0	±0.1	
O4 – O6	100	±1	96	3	1	0	±3	1.1	±0.1	
AIAN	100	±1	87	8	5	1	±9	1.2	±0.1	
Army	100	±1	81	NR	4	1	±16	1.3	±0.2	
Navy	99	±2	84	5	NR	0	±15	1.3	±0.3	
Marine Corps	99	±1	95	3	1	1	±5	1.1	±0.1	
Air Force	100	±1	97	1	1	1	±3	1.1	±0.1	
Enlisted	100	±1	87	8	4	1	±10	1.2	±0.1	
E1 – E4	100	±1	81	NR	6	1	±16	1.3	±0.2	
E5 – E9	99	±1	94	4	2	1	±3	1.1	±0.1	
Officers	100	±1	NR	NR	NR	0	±1	NR		
O1 – O3	100	±0	NR	1	NR	1	±2	NR		
O4 – O6	100	±1	NR	NR	0	0	±1	NR		
ASIAN	100	±1	88	8	3	1	±3	1.2	±0.1	
Army	100	±1	86	9	3	2	±5	1.2	±0.1	
Navy	99	±1	86	9	5	1	±5	1.2	±0.1	
Marine Corps	100	±1	90	7	2	0	±5	1.1	±0.1	
Air Force	100	±1	95	4	1	0	±4	1.1	±0.1	
Enlisted	99	±1	87	9	4	1	±3	1.2	±0.1	
E1 – E4	99	±1	84	10	4	2	±6	1.2	±0.1	
E5 – E9	100	±1	89	7	3	1	±3	1.2	±0.1	
Officers	100	±1	95	4	0	0	±5	1.1	±0.1	
O1 – O3	100	±1	94	5	0	0	±7	1.1	±0.1	
O4 – O6	100	±1	98	2	0	0	±2	1.0	±0.1	
NHPI	98	±4	88	4	6	2	±7	1.2	±0.2	
Army	97	±7	88	4	6	2	±10	1.2	±0.2	
Navy	100	±1	NR	3	NR	NR	±3	1.5	±0.4	
Marine Corps	100	±0	85	11	5	0	±8	1.2	±0.1	
Air Force	100	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	98	±5	87	4	7	2	±7	1.2	±0.2	
Officers	100	±0	99	0	0	NR	±2	1.0	±0.1	
TWO OR MORE RACES	100	±1	89	7	2	2	±6	1.2	±0.1	
Army	100	±1	86	13	1	0	±14	1.2	±0.2	
Navy	100	±0	91	3	2	4	±10	1.2	±0.2	
Marine Corps	100	±0	NR	NR	NR	NR		1.4	±0.3	
Air Force	100	±1	98	1	0	0	±1	1.0	±0.1	
Enlisted	100	±1	89	8	2	1	±7	1.2	±0.1	
E1 – E4	100	±1	82	13	2	2	±11	1.2	±0.2	
E5 – E9	100	±0	96	2	1	0	±4	1.1	±0.1	
Officers	100	±1	92	1	NR	3	±11	1.2	±0.2	
O1 – O3	100	±1	93	1	NR	1	±13	1.1	±0.2	
O4 – O6	100	±0	NR	2	0	NR	±4	NR		
COAST GUARD	99	±1	94	3	2	1	±2	1.1	±0.1	
White	100	±1	96	2	1	0	±2	1.1	±0.1	
Black	99	±1	87	8	3	1	±3	1.2	±0.1	
Hispanic	99	±1	90	6	3	1	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	92	6	2	1	±5	1.1	±0.1	
Enlisted	100	±1	94	3	2	1	±2	1.1	±0.1	
Officers	99	±1	95	4	1	0	±3	1.1	±0.1	
Male	99	±1	95	3	2	1	±2	1.1	±0.1	
Female	100	±1	94	4	2	1	±3	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	95	3	2	0	±2	1.1	±0.1	
Deployed Past 12 Months	100	±1	93	4	2	1	±4	1.1	±0.1	

NR: Not reportable



45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

e. Displayed tattoos or wore distinctive clothes which were racist?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	95	3	2	0	±1	1.1	±0.1	
Army	99	±1	94	4	2	1	±2	1.1	±0.1	
Navy	99	±1	94	4	2	0	±2	1.1	±0.1	
Marine Corps	99	±1	94	4	1	1	±2	1.1	±0.1	
Air Force	99	±1	98	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	94	4	2	0	±1	1.1	±0.1	
E1 – E4	99	±1	93	5	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	95	3	1	0	±1	1.1	±0.1	
Officers	100	±1	97	2	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	98	2	1	0	±2	1.0	±0.1	
O4 – O6	100	±1	97	2	0	1	±2	1.0	±0.1	
Male	99	±1	95	3	1	1	±1	1.1	±0.1	
Female	99	±1	95	3	2	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	95	3	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	94	4	2	1	±2	1.1	±0.1	
WHITE	99	±1	96	3	1	0	±1	1.1	±0.1	
Army	99	±1	94	4	2	0	±2	1.1	±0.1	
Navy	100	±1	95	3	2	0	±2	1.1	±0.1	
Marine Corps	99	±2	96	3	1	0	±3	1.1	±0.1	
Air Force	99	±1	98	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	95	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	94	4	2	0	±2	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±1	1.0	±0.1	
Officers	100	±1	98	2	0	0	±2	1.0	±0.1	
O1 – O3	100	±1	99	1	0	0	±2	1.0	±0.1	
O4 – O6	100	±1	97	2	0	0	±3	1.0	±0.1	
BLACK	99	±1	92	5	2	1	±2	1.1	±0.1	
Army	99	±1	92	5	2	1	±3	1.1	±0.1	
Navy	99	±1	90	6	3	1	±3	1.1	±0.1	
Marine Corps	98	±3	90	7	3	1	±4	1.1	±0.1	
Air Force	99	±1	96	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	92	5	2	1	±2	1.1	±0.1	
E1 – E4	99	±1	90	5	3	2	±4	1.2	±0.1	
E5 – E9	99	±1	93	5	2	0	±2	1.1	±0.1	
Officers	100	±1	94	5	1	0	±2	1.1	±0.1	
O1 – O3	100	±1	92	6	1	0	±4	1.1	±0.1	
O4 – O6	99	±1	95	4	1	1	±2	1.1	±0.1	
HISPANIC	99	±1	94	4	1	1	±2	1.1	±0.1	
Army	99	±1	93	5	2	0	±3	1.1	±0.1	
Navy	99	±1	93	5	1	0	±4	1.1	±0.1	
Marine Corps	99	±1	93	5	1	2	±5	1.1	±0.1	
Air Force	100	±1	97	2	1	0	±3	1.0	±0.1	
Enlisted	99	±1	93	4	1	1	±2	1.1	±0.1	
E1 – E4	99	±1	92	5	2	1	±3	1.1	±0.1	
E5 – E9	99	±1	95	4	1	0	±2	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

45e. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	99	±2	98	2	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	98	2	0	0	±2	1.0	±0.1	
O4 – O6	100	±1	97	2	1	0	±3	1.0	±0.1	
AIAN	100	±1	92	4	3	0	±6	1.1	±0.1	
Army	100	±1	91	5	4	0	±12	1.1	±0.2	
Navy	99	±2	93	4	3	0	±6	1.1	±0.1	
Marine Corps	99	±2	96	2	1	1	±4	1.1	±0.1	
Air Force	100	±0	NR	NR	0	0	±3	1.1	±0.2	
Enlisted	99	±1	91	5	3	0	±6	1.1	±0.1	
E1 – E4	99	±1	90	4	5	0	±11	1.2	±0.2	
E5 – E9	100	±1	92	6	1	0	±9	1.1	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	
O1 – O3	100	±0	100	0	0	0	±2	1.0	±0.1	
O4 – O6	100	±1	99	0	0	0	±2	1.0	±0.1	
ASIAN	99	±1	93	4	3	1	±2	1.1	±0.1	
Army	99	±1	92	4	2	1	±4	1.1	±0.1	
Navy	99	±1	91	5	3	0	±3	1.1	±0.1	
Marine Corps	100	±1	96	4	0	0	±2	1.1	±0.1	
Air Force	100	±1	96	2	2	0	±6	1.1	±0.1	
Enlisted	99	±1	92	4	3	1	±2	1.1	±0.1	
E1 – E4	99	±1	92	5	2	1	±3	1.1	±0.1	
E5 – E9	99	±1	93	3	4	0	±3	1.1	±0.1	
Officers	100	±1	97	3	0	0	±5	1.0	±0.1	
O1 – O3	100	±1	96	4	0	0	±8	1.0	±0.1	
O4 – O6	99	±1	99	1	0	0	±2	1.0	±0.1	
NHPI	99	±1	90	3	6	1	±7	1.2	±0.2	
Army	100	±0	91	4	5	0	±10	1.2	±0.2	
Navy	97	±5	NR	3	NR	NR	±3	1.4	±0.4	
Marine Corps	100	±0	93	3	3	1	±5	1.1	±0.1	
Air Force	99	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	99	±1	90	3	6	1	±7	1.2	±0.2	
Officers	100	±0	98	2	NR	NR	±4	1.0	±0.1	
TWO OR MORE RACES	100	±1	92	6	1	1	±6	1.1	±0.1	
Army	100	±0	93	7	1	0	±13	1.1	±0.1	
Navy	100	±1	93	2	1	4	±10	1.2	±0.2	
Marine Corps	100	±1	NR	NR	NR	0	±1	1.3	±0.3	
Air Force	100	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	100	±1	92	6	1	1	±7	1.1	±0.1	
E1 – E4	100	±1	86	10	1	2	±11	1.2	±0.2	
E5 – E9	100	±1	98	2	0	0	±4	1.0	±0.1	
Officers	100	±1	94	3	1	NR	±9	1.1	±0.2	
O1 – O3	100	±1	96	NR	1	0	±10	1.0	±0.1	
O4 – O6	100	±0	NR	2	0	NR	±4	NR		
COAST GUARD	99	±1	97	2	1	0	±1	1.0	±0.1	
White	99	±1	98	2	0	0	±2	1.0	±0.1	
Black	99	±1	93	5	2	0	±2	1.1	±0.1	
Hispanic	99	±1	95	3	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	100	±1	96	3	1	0	±2	1.1	±0.1	
Enlisted	99	±1	97	2	1	0	±2	1.0	±0.1	
Officers	99	±1	97	2	1	0	±3	1.0	±0.1	
Male	99	±1	97	2	1	0	±2	1.0	±0.1	
Female	99	±1	97	2	1	0	±4	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	98	2	0	0	±1	1.0	±0.1	
Deployed Past 12 Months	100	±1	93	5	1	0	±4	1.1	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

f. Did not include you in social activities because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	91	6	2	1	±1	1.1	±0.1	
Army	99	±1	88	7	3	2	±2	1.2	±0.1	
Navy	99	±1	90	6	3	1	±2	1.1	±0.1	
Marine Corps	99	±1	91	7	1	1	±3	1.1	±0.1	
Air Force	99	±1	96	2	1	0	±1	1.1	±0.1	
Enlisted	99	±1	90	6	3	1	±1	1.2	±0.1	
E1 – E4	99	±1	88	7	3	2	±2	1.2	±0.1	
E5 – E9	99	±1	92	5	2	1	±1	1.1	±0.1	
Officers	99	±1	96	3	1	0	±2	1.1	±0.1	
O1 – O3	99	±1	96	3	1	0	±2	1.1	±0.1	
O4 – O6	99	±1	96	3	1	1	±2	1.1	±0.1	
Male	99	±1	91	6	2	1	±1	1.1	±0.1	
Female	98	±1	90	5	2	2	±2	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	92	5	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	89	7	2	2	±2	1.2	±0.1	
WHITE	99	±1	93	5	2	1	±1	1.1	±0.1	
Army	99	±1	90	6	3	2	±3	1.2	±0.1	
Navy	99	±1	92	6	2	1	±3	1.1	±0.1	
Marine Corps	99	±1	93	5	1	1	±4	1.1	±0.1	
Air Force	99	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	92	5	2	1	±2	1.1	±0.1	
E1 – E4	99	±1	90	6	2	2	±3	1.2	±0.1	
E5 – E9	99	±1	93	4	2	1	±2	1.1	±0.1	
Officers	99	±1	97	3	0	0	±2	1.0	±0.1	
O1 – O3	100	±1	97	3	1	0	±3	1.0	±0.1	
O4 – O6	99	±1	97	2	0	0	±2	1.0	±0.1	
BLACK	99	±1	87	8	4	2	±2	1.2	±0.1	
Army	99	±1	85	9	4	2	±4	1.2	±0.1	
Navy	98	±1	87	7	4	2	±3	1.2	±0.1	
Marine Corps	99	±1	87	10	3	0	±5	1.2	±0.1	
Air Force	99	±1	93	5	1	1	±3	1.1	±0.1	
Enlisted	99	±1	87	7	4	2	±2	1.2	±0.1	
E1 – E4	99	±2	85	7	5	2	±5	1.2	±0.1	
E5 – E9	99	±1	89	8	3	1	±2	1.2	±0.1	
Officers	99	±1	87	9	3	1	±3	1.2	±0.1	
O1 – O3	99	±1	88	8	2	2	±4	1.2	±0.1	
O4 – O6	99	±1	86	9	3	1	±4	1.2	±0.1	
HISPANIC	99	±1	89	7	2	1	±2	1.2	±0.1	
Army	99	±1	88	8	3	2	±3	1.2	±0.1	
Navy	98	±2	88	8	3	1	±4	1.2	±0.1	
Marine Corps	99	±1	88	10	1	1	±8	1.2	±0.1	
Air Force	100	±1	95	4	1	0	±4	1.1	±0.1	
Enlisted	99	±1	89	8	2	1	±3	1.2	±0.1	
E1 – E4	99	±1	86	10	2	2	±5	1.2	±0.1	
E5 – E9	99	±1	91	6	2	1	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

45f. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	95	4	1	0	±4	1.1	±0.1	
O1 – O3	99	±1	96	2	1	1	±2	1.1	±0.1	
O4 – O6	100	±1	96	3	1	0	±3	1.1	±0.1	
AIAN	99	±1	89	7	4	1	±6	1.2	±0.1	
Army	100	±0	85	10	5	1	±11	1.2	±0.2	
Navy	99	±2	90	3	5	1	±7	1.2	±0.1	
Marine Corps	98	±2	96	3	1	1	±4	1.1	±0.1	
Air Force	100	±1	NR	NR	1	1	±2	1.1	±0.2	
Enlisted	99	±1	87	8	4	1	±7	1.2	±0.1	
E1 – E4	99	±1	87	7	5	1	±11	1.2	±0.2	
E5 – E9	100	±1	87	9	3	1	±12	1.2	±0.1	
Officers	100	±1	98	1	0	0	±2	1.0	±0.1	
O1 – O3	100	±0	98	1	0	0	±3	1.0	±0.1	
O4 – O6	100	±1	99	1	0	0	±3	1.0	±0.1	
ASIAN	99	±1	89	6	3	2	±2	1.2	±0.1	
Army	99	±1	85	7	4	4	±5	1.3	±0.1	
Navy	99	±2	88	7	4	1	±3	1.2	±0.1	
Marine Corps	99	±1	93	5	2	1	±3	1.1	±0.1	
Air Force	99	±1	94	4	1	0	±4	1.1	±0.1	
Enlisted	99	±1	88	7	4	1	±2	1.2	±0.1	
E1 – E4	99	±1	88	7	3	2	±4	1.2	±0.1	
E5 – E9	99	±1	89	6	4	1	±3	1.2	±0.1	
Officers	100	±1	92	3	1	4	±9	1.2	±0.2	
O1 – O3	100	±1	90	4	1	5	±13	1.2	±0.3	
O4 – O6	100	±1	96	2	1	0	±3	1.1	±0.1	
NHPI	99	±1	87	4	7	2	±7	1.2	±0.2	
Army	99	±2	87	4	7	1	±10	1.2	±0.2	
Navy	98	±3	NR	5	NR	NR	±10	1.5	±0.4	
Marine Corps	100	±0	93	3	3	1	±5	1.1	±0.1	
Air Force	99	±1	96	2	2	0	±2	1.1	±0.1	
Enlisted	99	±2	87	4	7	2	±7	1.2	±0.2	
Officers	100	±0	99	1	0	NR	±3	1.0	±0.1	
TWO OR MORE RACES	99	±1	89	6	3	3	±6	1.2	±0.1	
Army	100	±1	88	4	NR	3	±12	1.2	±0.2	
Navy	99	±1	86	8	1	5	±9	1.3	±0.2	
Marine Corps	100	±1	NR	NR	NR	NR		1.3	±0.3	
Air Force	97	±4	96	2	1	0	±5	1.1	±0.1	
Enlisted	99	±1	88	7	3	3	±6	1.2	±0.1	
E1 – E4	100	±1	83	8	5	4	±10	1.3	±0.2	
E5 – E9	99	±2	93	4	1	1	±5	1.1	±0.1	
Officers	97	±5	95	2	1	NR	±8	1.1	±0.2	
O1 – O3	96	±6	98	2	1	0	±3	1.0	±0.1	
O4 – O6	100	±1	NR	1	1	NR	±4	NR		
COAST GUARD	99	±1	95	3	1	0	±2	1.1	±0.1	
White	99	±1	97	2	1	0	±2	1.0	±0.1	
Black	98	±1	88	8	3	1	±3	1.2	±0.1	
Hispanic	99	±1	93	4	3	1	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	93	4	2	1	±4	1.1	±0.1	
Enlisted	99	±1	96	3	1	0	±2	1.1	±0.1	
Officers	99	±1	95	4	1	0	±4	1.1	±0.1	
Male	99	±1	96	3	1	0	±2	1.1	±0.1	
Female	99	±1	95	3	2	1	±3	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	96	2	1	0	±2	1.1	±0.1	
Deployed Past 12 Months	99	±2	92	5	2	1	±4	1.1	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	90	5	3	1	±1	1.1	±0.1	
Army	99	±1	88	7	3	2	±2	1.2	±0.1	
Navy	99	±1	90	6	3	1	±2	1.2	±0.1	
Marine Corps	99	±1	91	5	3	1	±3	1.1	±0.1	
Air Force	99	±1	95	3	1	1	±1	1.1	±0.1	
Enlisted	99	±1	90	6	3	2	±1	1.2	±0.1	
E1 – E4	98	±1	87	7	4	2	±2	1.2	±0.1	
E5 – E9	99	±1	92	5	2	1	±1	1.1	±0.1	
Officers	99	±1	96	3	1	1	±2	1.1	±0.1	
O1 – O3	99	±1	95	4	1	1	±2	1.1	±0.1	
O4 – O6	99	±1	96	3	0	1	±2	1.1	±0.1	
Male	99	±1	91	5	3	1	±1	1.1	±0.1	
Female	99	±1	88	7	3	2	±2	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	91	5	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	89	6	3	2	±2	1.2	±0.1	
WHITE	99	±1	93	4	2	1	±1	1.1	±0.1	
Army	98	±1	91	6	2	2	±3	1.1	±0.1	
Navy	98	±1	93	5	2	1	±3	1.1	±0.1	
Marine Corps	98	±2	93	4	2	1	±4	1.1	±0.1	
Air Force	99	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	92	5	2	1	±2	1.1	±0.1	
E1 – E4	98	±1	89	6	3	2	±3	1.2	±0.1	
E5 – E9	99	±1	94	4	1	1	±2	1.1	±0.1	
Officers	99	±1	97	3	0	0	±2	1.0	±0.1	
O1 – O3	99	±1	97	3	0	0	±3	1.0	±0.1	
O4 – O6	99	±1	98	2	0	0	±2	1.0	±0.1	
BLACK	99	±1	86	7	5	2	±2	1.2	±0.1	
Army	99	±1	84	7	5	4	±4	1.3	±0.1	
Navy	99	±1	86	7	6	1	±4	1.2	±0.1	
Marine Corps	98	±3	86	7	5	2	±4	1.2	±0.1	
Air Force	99	±1	90	5	3	2	±3	1.2	±0.1	
Enlisted	99	±1	86	7	5	3	±2	1.2	±0.1	
E1 – E4	99	±1	84	6	7	3	±5	1.3	±0.1	
E5 – E9	99	±1	87	7	4	2	±3	1.2	±0.1	
Officers	99	±1	88	8	2	1	±3	1.2	±0.1	
O1 – O3	99	±1	87	9	2	2	±4	1.2	±0.1	
O4 – O6	98	±2	89	8	2	1	±3	1.1	±0.1	
HISPANIC	99	±1	87	8	4	2	±3	1.2	±0.1	
Army	99	±1	86	8	4	2	±4	1.2	±0.1	
Navy	98	±2	87	9	3	1	±5	1.2	±0.1	
Marine Corps	99	±1	86	7	5	2	±9	1.2	±0.2	
Air Force	99	±2	93	5	2	1	±4	1.1	±0.1	
Enlisted	99	±1	87	8	4	2	±3	1.2	±0.1	
E1 – E4	99	±1	84	9	4	3	±5	1.3	±0.1	
E5 – E9	99	±1	89	7	3	1	±3	1.2	±0.1	

Note. Percent responding are active duty members who answered the question.

45g. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	93	5	1	1	±3	1.1	±0.1	
O1 – O3	100	±1	93	4	1	1	±3	1.1	±0.1	
O4 – O6	100	±1	93	5	1	1	±8	1.1	±0.1	
AIAN	99	±1	85	6	6	NR	±9	1.3	±0.2	
Army	99	±1	79	6	8	NR	±16	1.4	±0.4	
Navy	99	±2	87	3	NR	0	±16	1.2	±0.3	
Marine Corps	99	±2	94	3	1	1	±5	1.1	±0.1	
Air Force	99	±1	NR	NR	2	1	±3	1.2	±0.2	
Enlisted	99	±1	85	5	6	NR	±9	1.3	±0.2	
E1 – E4	99	±1	80	4	9	NR	±16	1.4	±0.4	
E5 – E9	99	±1	90	7	2	1	±9	1.1	±0.1	
Officers	100	±1	NR	NR	NR	1	±1	NR		
O1 – O3	100	±1	NR	1	NR	1	±3	NR		
O4 – O6	100	±1	NR	NR	0	1	±2	NR		
ASIAN	99	±1	86	7	5	2	±2	1.2	±0.1	
Army	98	±2	82	8	5	5	±5	1.3	±0.2	
Navy	98	±1	84	9	6	1	±4	1.2	±0.1	
Marine Corps	100	±1	90	7	2	1	±4	1.1	±0.1	
Air Force	99	±1	92	4	3	0	±5	1.1	±0.1	
Enlisted	98	±1	85	8	6	2	±3	1.2	±0.1	
E1 – E4	98	±2	83	9	5	3	±4	1.3	±0.1	
E5 – E9	99	±1	86	7	6	1	±3	1.2	±0.1	
Officers	99	±1	91	4	1	4	±9	1.2	±0.2	
O1 – O3	100	±1	89	4	1	6	±13	1.2	±0.3	
O4 – O6	99	±1	94	5	2	0	±3	1.1	±0.1	
NHPI	100	±1	83	8	7	2	±8	1.3	±0.2	
Army	100	±1	82	9	8	1	±12	1.3	±0.2	
Navy	100	±1	71	10	NR	NR	±18	1.5	±0.4	
Marine Corps	100	±0	85	NR	4	1	±17	1.2	±0.2	
Air Force	99	±1	95	3	1	1	±3	1.1	±0.1	
Enlisted	100	±1	82	9	8	2	±8	1.3	±0.2	
Officers	100	±0	98	1	1	0	±4	1.0	±0.1	
TWO OR MORE RACES	99	±2	88	8	2	2	±6	1.2	±0.1	
Army	100	±1	86	10	1	3	±12	1.2	±0.2	
Navy	99	±2	88	5	3	5	±9	1.2	±0.2	
Marine Corps	100	±1	NR	NR	6	0	±14	1.3	±0.3	
Air Force	96	±7	95	3	2	0	±5	1.1	±0.1	
Enlisted	98	±3	87	8	2	2	±6	1.2	±0.1	
E1 – E4	98	±4	81	11	3	4	±11	1.3	±0.2	
E5 – E9	99	±2	94	4	1	1	±5	1.1	±0.1	
Officers	100	±1	93	4	1	NR	±8	1.1	±0.2	
O1 – O3	100	±1	94	4	2	0	±9	1.1	±0.1	
O4 – O6	100	±1	NR	3	1	NR	±4	NR		
COAST GUARD	99	±1	96	3	1	0	±1	1.1	±0.1	
White	100	±1	98	2	1	0	±2	1.0	±0.1	
Black	98	±1	86	8	4	2	±3	1.2	±0.1	
Hispanic	99	±1	91	5	3	1	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	92	6	2	1	±3	1.1	±0.1	
Enlisted	99	±1	95	3	1	0	±2	1.1	±0.1	
Officers	100	±1	97	2	1	0	±3	1.0	±0.1	
Male	99	±1	96	3	1	0	±2	1.1	±0.1	
Female	99	±1	94	3	2	1	±3	1.1	±0.1	
Not Deployed Past 12 Months	100	±1	96	3	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	94	3	2	1	±4	1.1	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	100	±1	90	7	2	1	±1	1.1	±0.1	
Army	100	±1	88	8	3	1	±2	1.2	±0.1	
Navy	100	±1	89	8	3	1	±2	1.2	±0.1	
Marine Corps	100	±1	90	7	2	1	±3	1.1	±0.1	
Air Force	100	±1	96	3	1	0	±1	1.1	±0.1	
Enlisted	100	±1	89	7	3	1	±1	1.2	±0.1	
E1 – E4	100	±1	85	9	4	2	±2	1.2	±0.1	
E5 – E9	100	±1	92	6	2	1	±1	1.1	±0.1	
Officers	100	±1	96	3	1	0	±1	1.1	±0.1	
O1 – O3	100	±1	96	3	1	0	±2	1.1	±0.1	
O4 – O6	100	±1	98	2	0	1	±2	1.0	±0.1	
Male	100	±1	90	7	2	1	±1	1.1	±0.1	
Female	99	±1	90	6	3	1	±2	1.2	±0.1	
Not Deployed Past 12 Months	100	±1	91	6	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	100	±1	88	8	3	1	±2	1.2	±0.1	
WHITE	100	±1	93	5	1	1	±1	1.1	±0.1	
Army	99	±1	92	5	2	1	±2	1.1	±0.1	
Navy	100	±1	93	6	1	1	±3	1.1	±0.1	
Marine Corps	100	±1	93	5	2	0	±3	1.1	±0.1	
Air Force	100	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	100	±1	92	5	2	1	±2	1.1	±0.1	
E1 – E4	100	±1	90	7	2	1	±3	1.1	±0.1	
E5 – E9	99	±1	95	4	1	0	±2	1.1	±0.1	
Officers	100	±1	98	2	0	0	±2	1.0	±0.1	
O1 – O3	100	±1	97	2	0	0	±3	1.0	±0.1	
O4 – O6	100	±1	99	1	0	0	±2	1.0	±0.1	
BLACK	100	±1	85	8	4	2	±2	1.2	±0.1	
Army	100	±1	84	9	5	2	±4	1.3	±0.1	
Navy	99	±1	84	9	6	1	±4	1.2	±0.1	
Marine Corps	100	±1	82	11	5	2	±4	1.3	±0.1	
Air Force	100	±1	93	5	2	1	±3	1.1	±0.1	
Enlisted	100	±1	85	9	5	2	±3	1.2	±0.1	
E1 – E4	100	±1	79	11	8	3	±5	1.3	±0.1	
E5 – E9	100	±1	89	7	3	1	±2	1.2	±0.1	
Officers	100	±1	92	5	3	1	±3	1.1	±0.1	
O1 – O3	100	±1	91	5	3	1	±3	1.1	±0.1	
O4 – O6	100	±1	95	4	1	0	±2	1.1	±0.1	
HISPANIC	100	±1	85	10	4	1	±2	1.2	±0.1	
Army	100	±1	82	12	5	2	±4	1.3	±0.1	
Navy	99	±1	84	12	4	0	±5	1.2	±0.1	
Marine Corps	100	±1	86	9	3	2	±5	1.2	±0.1	
Air Force	99	±1	92	4	3	1	±4	1.1	±0.1	
Enlisted	100	±1	84	10	4	2	±3	1.2	±0.1	
E1 – E4	99	±1	82	11	5	2	±4	1.3	±0.1	
E5 – E9	100	±1	86	9	4	1	±3	1.2	±0.1	

Note. Percent responding are active duty members who answered the question.

45h. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	94	5	1	0	±4	1.1	±0.1	
O1 – O3	99	±1	95	3	1	0	±2	1.1	±0.1	
O4 – O6	100	±1	94	5	0	0	±8	1.1	±0.1	
AIAN	99	±1	83	9	4	NR	±8	1.3	±0.2	
Army	100	±1	78	10	5	NR	±15	1.4	±0.4	
Navy	99	±3	90	6	4	0	±7	1.1	±0.1	
Marine Corps	100	±1	88	8	3	1	±8	1.2	±0.1	
Air Force	100	±0	NR	NR	0	1	±2	1.2	±0.2	
Enlisted	99	±1	81	11	4	NR	±9	1.3	±0.2	
E1 – E4	99	±2	75	11	7	NR	±15	1.5	±0.4	
E5 – E9	100	±1	88	10	2	1	±10	1.2	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	
O1 – O3	100	±1	98	1	0	1	±3	1.0	±0.1	
O4 – O6	100	±0	99	1	0	0	±2	1.0	±0.1	
ASIAN	100	±1	80	13	5	2	±3	1.3	±0.1	
Army	100	±1	75	16	6	3	±8	1.4	±0.1	
Navy	99	±1	78	14	7	1	±5	1.3	±0.1	
Marine Corps	100	±1	82	13	4	1	±6	1.3	±0.1	
Air Force	100	±1	91	6	2	0	±4	1.1	±0.1	
Enlisted	100	±1	79	14	6	1	±4	1.3	±0.1	
E1 – E4	100	±1	72	17	8	2	±7	1.4	±0.1	
E5 – E9	100	±1	83	11	5	1	±4	1.2	±0.1	
Officers	100	±1	89	8	1	2	±8	1.1	±0.1	
O1 – O3	100	±1	87	9	1	NR	±8	1.2	±0.2	
O4 – O6	100	±1	94	5	1	0	±3	1.1	±0.1	
NHPI	100	±1	73	17	9	2	±10	1.4	±0.2	
Army	100	±0	68	22	9	1	±16	1.4	±0.2	
Navy	99	±1	67	15	NR	NR	±17	1.6	±0.4	
Marine Corps	99	±2	74	11	NR	1	±15	1.4	±0.3	
Air Force	100	±1	94	5	1	0	±3	1.1	±0.1	
Enlisted	100	±1	71	18	9	2	±10	1.4	±0.2	
Officers	100	±0	99	NR	0	0	±2	1.0	±0.1	
TWO OR MORE RACES	100	±1	85	10	3	3	±6	1.2	±0.1	
Army	100	±0	75	18	4	3	±13	1.4	±0.2	
Navy	100	±1	86	7	2	5	±9	1.3	±0.2	
Marine Corps	100	±1	88	7	5	1	±12	1.2	±0.2	
Air Force	100	±1	96	3	1	0	±2	1.1	±0.1	
Enlisted	100	±1	84	10	3	3	±7	1.2	±0.1	
E1 – E4	100	±1	78	13	5	4	±11	1.4	±0.2	
E5 – E9	100	±1	90	8	1	1	±6	1.1	±0.1	
Officers	100	±1	91	5	1	NR	±9	1.1	±0.2	
O1 – O3	100	±1	93	5	2	0	±11	1.1	±0.1	
O4 – O6	100	±0	NR	3	0	NR	±4	NR		
COAST GUARD	99	±1	95	3	2	0	±1	1.1	±0.1	
White	99	±1	97	2	1	0	±2	1.0	±0.1	
Black	99	±1	86	7	5	1	±3	1.2	±0.1	
Hispanic	100	±1	87	9	3	1	±4	1.2	±0.1	
Other Race/Ethnicity	100	±1	90	8	2	1	±3	1.1	±0.1	
Enlisted	99	±1	94	4	2	0	±2	1.1	±0.1	
Officers	100	±1	97	3	1	0	±3	1.0	±0.1	
Male	99	±1	95	3	1	0	±2	1.1	±0.1	
Female	99	±1	93	4	2	1	±3	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	95	3	1	0	±2	1.1	±0.1	
Deployed Past 12 Months	99	±1	92	6	2	0	±4	1.1	±0.1	

NR: Not reportable



45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	92	5	2	1	±1	1.1	±0.1	
Army	99	±1	89	7	3	2	±2	1.2	±0.1	
Navy	99	±1	91	6	3	1	±2	1.1	±0.1	
Marine Corps	99	±1	91	6	2	1	±2	1.1	±0.1	
Air Force	100	±1	97	2	1	0	±1	1.0	±0.1	
Enlisted	99	±1	91	6	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	88	7	3	2	±2	1.2	±0.1	
E5 – E9	99	±1	93	5	2	1	±1	1.1	±0.1	
Officers	100	±1	96	2	1	1	±1	1.1	±0.1	
O1 – O3	100	±1	96	2	1	0	±2	1.1	±0.1	
O4 – O6	99	±1	97	2	1	1	±2	1.1	±0.1	
Male	99	±1	92	5	2	1	±1	1.1	±0.1	
Female	99	±1	90	6	3	1	±2	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	93	5	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	90	6	3	2	±2	1.2	±0.1	
WHITE	99	±1	95	3	1	0	±1	1.1	±0.1	
Army	99	±1	94	4	2	1	±2	1.1	±0.1	
Navy	100	±1	95	3	1	0	±2	1.1	±0.1	
Marine Corps	99	±1	94	4	2	1	±3	1.1	±0.1	
Air Force	100	±1	99	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	94	4	1	1	±2	1.1	±0.1	
E1 – E4	99	±1	93	5	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±2	1.1	±0.1	
Officers	100	±1	98	1	1	0	±2	1.0	±0.1	
O1 – O3	100	±1	98	1	0	0	±2	1.0	±0.1	
O4 – O6	100	±1	98	1	0	0	±2	1.0	±0.1	
BLACK	99	±1	85	8	5	2	±2	1.2	±0.1	
Army	99	±1	83	9	5	3	±4	1.3	±0.1	
Navy	99	±1	85	8	6	1	±4	1.2	±0.1	
Marine Corps	99	±1	84	11	4	1	±4	1.2	±0.1	
Air Force	99	±1	92	6	2	1	±3	1.1	±0.1	
Enlisted	99	±1	85	8	5	2	±3	1.2	±0.1	
E1 – E4	99	±1	82	8	8	3	±5	1.3	±0.1	
E5 – E9	99	±1	87	8	3	1	±3	1.2	±0.1	
Officers	100	±1	88	8	3	1	±3	1.2	±0.1	
O1 – O3	100	±1	88	8	3	1	±4	1.2	±0.1	
O4 – O6	100	±1	88	9	2	1	±3	1.2	±0.1	
HISPANIC	100	±1	85	10	3	2	±2	1.2	±0.1	
Army	100	±1	82	12	4	2	±4	1.3	±0.1	
Navy	99	±2	84	12	3	1	±5	1.2	±0.1	
Marine Corps	100	±1	87	8	2	2	±4	1.2	±0.1	
Air Force	100	±1	92	5	2	1	±4	1.1	±0.1	
Enlisted	99	±1	85	10	3	2	±3	1.2	±0.1	
E1 – E4	99	±1	82	12	4	3	±4	1.3	±0.1	
E5 – E9	100	±1	87	9	3	1	±3	1.2	±0.1	

Note. Percent responding are active duty members who answered the question.

45i. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	92	7	1	0	±3	1.1	±0.1	
O1 – O3	100	±1	92	6	2	0	±3	1.1	±0.1	
O4 – O6	100	±0	91	8	1	1	±7	1.1	±0.1	
AIAN	99	±2	85	8	4	NR	±8	1.3	±0.2	
Army	100	±1	77	11	5	NR	±16	1.4	±0.4	
Navy	99	±2	91	4	5	0	±6	1.1	±0.1	
Marine Corps	96	±7	92	5	2	1	±7	1.1	±0.1	
Air Force	100	±1	NR	NR	1	0	±2	1.1	±0.2	
Enlisted	99	±1	82	9	4	NR	±9	1.3	±0.2	
E1 – E4	99	±1	77	9	6	NR	±16	1.4	±0.4	
E5 – E9	100	±1	88	10	2	0	±11	1.2	±0.1	
Officers	96	±9	98	1	0	0	±2	1.0	±0.1	
O1 – O3	100	±0	98	1	0	0	±3	1.0	±0.1	
O4 – O6	92	±16	99	1	0	0	±3	1.0	±0.1	
ASIAN	99	±1	83	11	4	2	±3	1.2	±0.1	
Army	99	±1	78	12	7	3	±6	1.4	±0.1	
Navy	99	±2	82	12	4	1	±5	1.2	±0.1	
Marine Corps	100	±1	NR	NR	3	2	±3	1.3	±0.2	
Air Force	100	±1	93	4	3	1	±5	1.1	±0.1	
Enlisted	99	±1	82	12	5	2	±4	1.3	±0.1	
E1 – E4	99	±1	77	16	4	3	±8	1.3	±0.1	
E5 – E9	99	±1	86	9	5	1	±3	1.2	±0.1	
Officers	100	±1	89	6	3	2	±8	1.2	±0.2	
O1 – O3	100	±1	86	8	NR	NR	±10	1.2	±0.2	
O4 – O6	100	±1	94	5	1	0	±3	1.1	±0.1	
NHPI	99	±1	83	8	8	2	±7	1.3	±0.2	
Army	99	±2	83	8	9	1	±10	1.3	±0.2	
Navy	100	±1	71	11	NR	NR	±18	1.5	±0.4	
Marine Corps	100	±0	84	11	3	2	±9	1.2	±0.2	
Air Force	100	±1	94	4	2	0	±3	1.1	±0.1	
Enlisted	99	±1	82	8	8	2	±7	1.3	±0.2	
Officers	100	±0	97	2	1	0	±6	1.0	±0.1	
TWO OR MORE RACES	100	±1	90	6	1	3	±5	1.2	±0.1	
Army	100	±1	85	11	1	4	±12	1.2	±0.2	
Navy	100	±1	89	6	2	4	±11	1.2	±0.2	
Marine Corps	100	±1	90	3	NR	3	±12	1.2	±0.2	
Air Force	100	±1	97	2	1	0	±3	1.0	±0.1	
Enlisted	100	±1	89	7	1	3	±6	1.2	±0.1	
E1 – E4	100	±1	86	9	2	4	±9	1.2	±0.2	
E5 – E9	100	±1	93	5	1	1	±6	1.1	±0.1	
Officers	100	±1	94	2	1	NR	±7	1.1	±0.2	
O1 – O3	100	±1	96	2	2	0	±4	1.1	±0.1	
O4 – O6	100	±1	NR	2	1	NR	±4	NR		
COAST GUARD	99	±1	95	4	1	0	±1	1.1	±0.1	
White	99	±1	98	2	1	0	±2	1.0	±0.1	
Black	99	±1	87	9	3	1	±3	1.2	±0.1	
Hispanic	99	±1	85	9	4	1	±3	1.2	±0.1	
Other Race/Ethnicity	100	±1	91	7	1	1	±3	1.1	±0.1	
Enlisted	99	±1	95	4	1	0	±2	1.1	±0.1	
Officers	100	±1	96	4	0	0	±3	1.0	±0.1	
Male	99	±1	95	4	1	0	±2	1.1	±0.1	
Female	99	±1	94	4	2	1	±3	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	95	3	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±2	94	4	2	0	±3	1.1	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	88	8	3	1	±1	1.2	±0.1	
Army	99	±1	85	10	3	2	±2	1.2	±0.1	
Navy	99	±1	88	8	3	1	±2	1.2	±0.1	
Marine Corps	100	±1	88	8	3	2	±3	1.2	±0.1	
Air Force	99	±1	95	3	1	0	±1	1.1	±0.1	
Enlisted	99	±1	87	8	3	2	±1	1.2	±0.1	
E1 – E4	99	±1	84	10	4	2	±2	1.3	±0.1	
E5 – E9	99	±1	90	7	2	1	±1	1.1	±0.1	
Officers	100	±1	95	4	1	0	±2	1.1	±0.1	
O1 – O3	100	±1	94	5	1	0	±2	1.1	±0.1	
O4 – O6	100	±1	96	3	0	1	±2	1.1	±0.1	
Male	99	±1	88	8	3	1	±1	1.2	±0.1	
Female	99	±1	90	7	2	1	±2	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	90	7	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	85	9	3	2	±2	1.2	±0.1	
WHITE	99	±1	92	5	2	1	±2	1.1	±0.1	
Army	99	±1	90	7	2	1	±3	1.1	±0.1	
Navy	100	±1	92	6	2	1	±3	1.1	±0.1	
Marine Corps	100	±1	91	5	2	2	±4	1.1	±0.1	
Air Force	99	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	91	6	2	1	±2	1.1	±0.1	
E1 – E4	99	±1	88	8	3	1	±3	1.2	±0.1	
E5 – E9	99	±1	94	4	2	1	±2	1.1	±0.1	
Officers	100	±1	97	3	0	0	±2	1.0	±0.1	
O1 – O3	100	±1	96	4	0	0	±3	1.0	±0.1	
O4 – O6	100	±1	98	2	0	0	±2	1.0	±0.1	
BLACK	99	±1	84	11	4	2	±2	1.2	±0.1	
Army	100	±1	80	12	5	3	±4	1.3	±0.1	
Navy	98	±2	83	11	5	1	±4	1.2	±0.1	
Marine Corps	99	±1	81	12	5	2	±4	1.3	±0.1	
Air Force	99	±1	93	6	1	1	±3	1.1	±0.1	
Enlisted	99	±1	83	11	4	2	±3	1.3	±0.1	
E1 – E4	98	±2	76	14	7	3	±5	1.4	±0.1	
E5 – E9	100	±1	87	9	3	1	±3	1.2	±0.1	
Officers	100	±1	90	7	2	0	±3	1.1	±0.1	
O1 – O3	100	±1	91	5	3	1	±3	1.1	±0.1	
O4 – O6	99	±1	91	8	1	0	±3	1.1	±0.1	
HISPANIC	99	±1	81	13	4	2	±3	1.3	±0.1	
Army	99	±1	78	15	4	3	±4	1.3	±0.1	
Navy	99	±1	80	16	3	1	±5	1.3	±0.1	
Marine Corps	99	±1	82	12	3	3	±5	1.3	±0.1	
Air Force	100	±1	91	4	3	2	±4	1.1	±0.1	
Enlisted	99	±1	81	13	4	2	±3	1.3	±0.1	
E1 – E4	99	±1	77	16	4	4	±5	1.3	±0.1	
E5 – E9	99	±1	84	11	4	1	±3	1.2	±0.1	

Note. Percent responding are active duty members who answered the question.

45j. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	88	10	2	0	±5	1.1	±0.1	
O1 – O3	99	±1	92	6	2	0	±3	1.1	±0.1	
O4 – O6	100	±1	85	14	1	1	±10	1.2	±0.1	
AIAN	100	±1	81	11	5	4	±10	1.3	±0.2	
Army	100	±1	73	13	5	NR	±15	1.5	±0.4	
Navy	100	±0	80	13	6	0	±16	1.3	±0.2	
Marine Corps	100	±1	89	7	3	1	±8	1.2	±0.1	
Air Force	100	±0	93	4	1	1	±4	1.1	±0.1	
Enlisted	100	±1	79	11	5	5	±12	1.4	±0.2	
E1 – E4	99	±1	73	11	8	NR	±15	1.5	±0.4	
E5 – E9	100	±0	86	11	3	1	±8	1.2	±0.1	
Officers	100	±1	NR	NR	0	0	±1	1.1	±0.2	
O1 – O3	100	±0	NR	NR	1	1	±2	NR		
O4 – O6	100	±0	98	1	0	0	±3	1.0	±0.1	
ASIAN	100	±1	80	12	5	3	±4	1.3	±0.1	
Army	100	±1	73	14	7	7	±10	1.5	±0.2	
Navy	99	±1	80	12	7	1	±5	1.3	±0.1	
Marine Corps	100	±1	74	NR	3	3	±17	1.4	±0.2	
Air Force	100	±1	91	6	2	1	±4	1.1	±0.1	
Enlisted	100	±1	78	13	6	3	±4	1.3	±0.1	
E1 – E4	99	±1	71	15	8	6	±8	1.5	±0.2	
E5 – E9	100	±1	82	12	4	1	±4	1.2	±0.1	
Officers	100	±1	90	5	3	2	±7	1.2	±0.2	
O1 – O3	99	±1	87	6	4	NR	±12	1.2	±0.2	
O4 – O6	100	±0	94	5	1	0	±3	1.1	±0.1	
NHPI	100	±1	79	12	8	1	±8	1.3	±0.2	
Army	100	±0	77	13	9	1	±13	1.3	±0.2	
Navy	99	±1	71	12	NR	NR	±18	1.5	±0.4	
Marine Corps	100	±0	79	13	7	1	±10	1.3	±0.2	
Air Force	100	±1	92	7	1	0	±4	1.1	±0.1	
Enlisted	100	±1	78	13	8	2	±9	1.3	±0.2	
Officers	100	±0	97	2	NR	0	±5	1.0	±0.1	
TWO OR MORE RACES	100	±1	84	9	4	3	±6	1.3	±0.1	
Army	100	±0	75	16	NR	4	±13	1.4	±0.2	
Navy	100	±1	85	6	3	5	±9	1.3	±0.2	
Marine Corps	100	±1	84	5	8	3	±15	1.3	±0.3	
Air Force	100	±1	94	5	1	0	±5	1.1	±0.1	
Enlisted	100	±1	83	9	4	3	±7	1.3	±0.1	
E1 – E4	100	±1	76	13	6	5	±11	1.4	±0.2	
E5 – E9	100	±1	91	5	2	1	±5	1.1	±0.1	
Officers	100	±1	88	8	2	NR	±11	1.2	±0.2	
O1 – O3	100	±1	88	10	2	0	±14	1.1	±0.2	
O4 – O6	100	±1	NR	4	1	NR	±5	NR		
COAST GUARD	100	±1	93	4	2	0	±2	1.1	±0.1	
White	100	±1	96	2	1	0	±2	1.0	±0.1	
Black	100	±1	86	10	3	0	±3	1.2	±0.1	
Hispanic	99	±1	83	11	5	2	±3	1.3	±0.1	
Other Race/Ethnicity	99	±1	86	9	4	1	±6	1.2	±0.1	
Enlisted	100	±1	93	5	2	1	±2	1.1	±0.1	
Officers	100	±1	97	3	0	0	±3	1.0	±0.1	
Male	100	±1	93	4	2	0	±2	1.1	±0.1	
Female	100	±1	93	4	2	1	±3	1.1	±0.1	
Not Deployed Past 12 Months	100	±1	94	4	1	0	±2	1.1	±0.1	
Deployed Past 12 Months	100	±1	90	5	4	0	±4	1.1	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

k. Vandalized your property because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	97	2	1	0	±1	1.0	±0.1	
Army	99	±1	97	2	1	0	±1	1.0	±0.1	
Navy	99	±1	97	2	1	0	±1	1.1	±0.1	
Marine Corps	99	±1	97	1	1	0	±2	1.0	±0.1	
Air Force	99	±1	99	0	1	0	±1	1.0	±0.1	
Enlisted	99	±1	97	2	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	95	3	1	1	±2	1.1	±0.1	
E5 – E9	99	±1	98	1	1	0	±1	1.0	±0.1	
Officers	100	±1	99	0	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	99	0	0	0	±1	1.0	±0.1	
O4 – O6	99	±1	99	0	0	0	±2	1.0	±0.1	
Male	99	±1	97	2	1	0	±1	1.0	±0.1	
Female	99	±1	98	2	0	0	±2	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±1	97	2	1	1	±1	1.1	±0.1	
WHITE	99	±1	98	1	1	0	±1	1.0	±0.1	
Army	99	±1	97	2	0	0	±2	1.0	±0.1	
Navy	100	±1	97	1	1	0	±2	1.0	±0.1	
Marine Corps	98	±2	98	1	1	0	±2	1.0	±0.1	
Air Force	100	±1	99	0	1	0	±1	1.0	±0.1	
Enlisted	99	±1	97	2	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	96	3	1	0	±2	1.1	±0.1	
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1	
Officers	100	±1	100	0	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	100	0	0	0	±1	1.0	±0.1	
O4 – O6	99	±1	99	0	0	0	±2	1.0	±0.1	
BLACK	99	±1	96	2	1	0	±2	1.1	±0.1	
Army	99	±1	97	2	1	0	±3	1.0	±0.1	
Navy	99	±1	95	3	2	0	±3	1.1	±0.1	
Marine Corps	99	±1	96	2	2	0	±3	1.1	±0.1	
Air Force	99	±1	99	1	1	0	±2	1.0	±0.1	
Enlisted	99	±1	96	2	1	0	±2	1.1	±0.1	
E1 – E4	99	±1	95	3	2	0	±3	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	99	1	0	0	±2	1.0	±0.1	
O4 – O6	99	±1	99	0	0	0	±1	1.0	±0.1	
HISPANIC	99	±1	96	2	1	1	±2	1.1	±0.1	
Army	99	±1	96	3	1	1	±3	1.1	±0.1	
Navy	100	±1	97	2	1	0	±3	1.0	±0.1	
Marine Corps	99	±1	96	2	1	1	±5	1.1	±0.1	
Air Force	100	±1	99	1	0	0	±3	1.0	±0.1	
Enlisted	99	±1	96	2	1	1	±2	1.1	±0.1	
E1 – E4	99	±1	95	3	1	1	±3	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.0	±0.1	

Note. Percent responding are active duty members who answered the question.

45k. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	99	1	0	0	±1	1.0	±0.1	
O4 – O6	99	±1	99	1	0	0	±4	1.0	±0.1	
AIAN	97	±4	93	6	1	0	±10	1.1	±0.1	
Army	96	±6	NR	NR	1	0	±2	1.1	±0.2	
Navy	94	±11	NR	NR	3	0	±5	1.1	±0.2	
Marine Corps	100	±0	97	2	1	0	±4	1.0	±0.1	
Air Force	100	±1	99	1	0	0	±3	1.0	±0.1	
Enlisted	98	±4	92	7	2	0	±11	1.1	±0.1	
E1 – E4	96	±7	NR	NR	2	0	±3	1.1	±0.2	
E5 – E9	100	±1	94	4	1	0	±11	1.1	±0.1	
Officers	91	±17	100	0	0	0	±1	1.0	±0.1	
O1 – O3	74	±40	100	0	0	0	±0	1.0	±0.0	
O4 – O6	100	±0	100	0	0	0	±1	1.0	±0.1	
ASIAN	99	±1	95	2	2	1	±2	1.1	±0.1	
Army	99	±1	94	3	2	1	±3	1.1	±0.1	
Navy	99	±1	95	2	3	0	±3	1.1	±0.1	
Marine Corps	100	±1	97	3	0	0	±2	1.0	±0.1	
Air Force	99	±1	97	1	2	0	±6	1.0	±0.1	
Enlisted	99	±1	94	2	3	1	±2	1.1	±0.1	
E1 – E4	99	±1	93	3	2	1	±3	1.1	±0.1	
E5 – E9	99	±1	95	2	3	0	±3	1.1	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	99	1	0	0	±2	1.0	±0.1	
O4 – O6	100	±1	100	0	0	0	±1	1.0	±0.1	
NHPI	100	±1	92	3	4	1	±6	1.1	±0.1	
Army	100	±0	90	4	5	1	±10	1.2	±0.2	
Navy	98	±4	NR	3	1	NR	±8	1.2	±0.3	
Marine Corps	100	±0	96	1	3	0	±5	1.1	±0.1	
Air Force	99	±1	98	2	0	0	±2	1.0	±0.1	
Enlisted	100	±1	92	3	4	1	±6	1.1	±0.1	
Officers	100	±0	99	1	NR	NR	±4	1.0	±0.1	
TWO OR MORE RACES	99	±1	97	1	1	2	±4	1.1	±0.1	
Army	100	±1	97	1	0	NR	±10	1.1	±0.2	
Navy	100	±1	95	1	1	4	±10	1.1	±0.2	
Marine Corps	99	±2	NR	0	NR	0	±1	1.1	±0.2	
Air Force	98	±2	100	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	97	1	1	2	±5	1.1	±0.1	
E1 – E4	99	±1	95	1	1	3	±9	1.1	±0.2	
E5 – E9	100	±1	99	0	0	0	±1	1.0	±0.1	
Officers	99	±1	NR	0	0	NR	±2	1.1	±0.2	
O1 – O3	100	±1	100	0	0	0	±3	1.0	±0.1	
O4 – O6	100	±1	NR	0	0	NR	±1	NR		
COAST GUARD	100	±1	98	1	1	0	±1	1.0	±0.1	
White	100	±1	99	1	0	0	±2	1.0	±0.1	
Black	99	±1	98	1	1	0	±2	1.0	±0.1	
Hispanic	99	±1	97	1	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	100	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	100	±1	98	1	1	0	±1	1.0	±0.1	
Officers	99	±1	100	0	0	0	±1	1.0	±0.1	
Male	100	±1	99	1	0	0	±1	1.0	±0.1	
Female	99	±1	98	1	1	0	±4	1.0	±0.1	
Not Deployed Past 12 Months	100	±1	99	1	0	0	±1	1.0	±0.1	
Deployed Past 12 Months	100	±1	98	1	1	0	±3	1.0	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

I. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

1. Never  
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	96	2	1	1	±1	1.1	±0.1	
Army	99	±1	95	3	1	1	±2	1.1	±0.1	
Navy	99	±1	95	2	2	1	±2	1.1	±0.1	
Marine Corps	100	±1	96	2	1	0	±2	1.1	±0.1	
Air Force	99	±1	98	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	95	3	1	1	±1	1.1	±0.1	
E1 – E4	99	±1	94	3	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±1	1.0	±0.1	
Officers	100	±1	98	1	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	98	1	0	0	±2	1.0	±0.1	
O4 – O6	99	±1	99	1	0	1	±2	1.0	±0.1	
Male	99	±1	96	2	1	1	±1	1.1	±0.1	
Female	99	±1	97	2	1	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	97	2	1	0	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	95	3	1	1	±1	1.1	±0.1	
WHITE	99	±1	97	2	1	0	±1	1.0	±0.1	
Army	99	±1	96	2	1	1	±2	1.1	±0.1	
Navy	99	±1	97	2	1	0	±2	1.0	±0.1	
Marine Corps	100	±1	97	2	1	0	±3	1.0	±0.1	
Air Force	99	±1	99	0	1	0	±1	1.0	±0.1	
Enlisted	99	±1	97	2	1	1	±1	1.1	±0.1	
E1 – E4	99	±1	95	2	1	1	±2	1.1	±0.1	
E5 – E9	99	±1	98	1	1	0	±1	1.0	±0.1	
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	
O1 – O3	100	±1	99	1	0	0	±3	1.0	±0.1	
O4 – O6	99	±1	99	1	0	1	±2	1.0	±0.1	
BLACK	99	±1	94	4	2	1	±2	1.1	±0.1	
Army	99	±1	93	4	2	1	±3	1.1	±0.1	
Navy	98	±1	93	3	3	0	±3	1.1	±0.1	
Marine Corps	99	±1	94	4	2	0	±4	1.1	±0.1	
Air Force	99	±1	96	2	1	0	±2	1.1	±0.1	
Enlisted	99	±1	93	4	2	0	±2	1.1	±0.1	
E1 – E4	99	±1	91	5	4	0	±4	1.1	±0.1	
E5 – E9	99	±1	95	3	1	1	±2	1.1	±0.1	
Officers	100	±1	96	2	0	1	±3	1.1	±0.1	
O1 – O3	100	±0	96	3	1	1	±3	1.1	±0.1	
O4 – O6	99	±1	98	1	0	0	±2	1.0	±0.1	
HISPANIC	99	±1	94	3	1	1	±2	1.1	±0.1	
Army	100	±1	93	4	2	1	±3	1.1	±0.1	
Navy	99	±2	95	3	1	1	±4	1.1	±0.1	
Marine Corps	99	±1	94	4	1	1	±5	1.1	±0.1	
Air Force	100	±1	97	2	1	0	±3	1.0	±0.1	
Enlisted	99	±1	94	4	1	1	±2	1.1	±0.1	
E1 – E4	99	±1	92	5	2	1	±3	1.1	±0.1	
E5 – E9	100	±1	96	3	1	1	±2	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

45l. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	99	1	0	0	±2	1.0	±0.1	
O4 – O6	100	±1	98	1	1	0	±3	1.0	±0.1	
AIAN	100	±1	91	4	4	0	±6	1.1	±0.1	
Army	100	±1	91	6	4	0	±10	1.1	±0.2	
Navy	100	±1	NR	NR	NR	0	±2	1.3	±0.3	
Marine Corps	99	±1	97	1	2	0	±4	1.1	±0.1	
Air Force	99	±1	99	1	0	0	±3	1.0	±0.1	
Enlisted	99	±1	92	5	3	0	±6	1.1	±0.1	
E1 – E4	99	±1	90	6	5	0	±11	1.1	±0.2	
E5 – E9	100	±1	94	4	2	0	±10	1.1	±0.1	
Officers	100	±1	NR	0	NR	0	±1	NR		
O1 – O3	100	±0	NR	0	NR	0	±2	NR		
O4 – O6	100	±1	99	0	0	0	±2	1.0	±0.1	
ASIAN	99	±1	93	3	3	1	±2	1.1	±0.1	
Army	99	±1	91	4	3	2	±4	1.2	±0.1	
Navy	99	±1	93	4	3	0	±3	1.1	±0.1	
Marine Corps	99	±1	95	3	1	1	±3	1.1	±0.1	
Air Force	99	±1	97	1	2	0	±7	1.1	±0.1	
Enlisted	99	±1	93	4	3	1	±2	1.1	±0.1	
E1 – E4	99	±1	92	4	3	1	±3	1.1	±0.1	
E5 – E9	99	±1	93	3	3	0	±3	1.1	±0.1	
Officers	99	±1	96	2	0	2	±8	1.1	±0.1	
O1 – O3	100	±1	95	2	0	NR	±8	1.1	±0.2	
O4 – O6	99	±1	98	1	0	0	±3	1.0	±0.1	
NHPI	100	±1	89	4	5	1	±7	1.2	±0.2	
Army	100	±0	89	5	6	1	±10	1.2	±0.2	
Navy	100	±1	NR	4	NR	NR	±8	1.4	±0.4	
Marine Corps	99	±3	95	1	2	1	±5	1.1	±0.1	
Air Force	100	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	100	±1	89	4	6	2	±7	1.2	±0.2	
Officers	100	±0	100	NR	0	NR	±2	1.0	±0.1	
TWO OR MORE RACES	100	±1	94	1	2	2	±5	1.1	±0.1	
Army	100	±1	91	3	NR	NR	±12	1.2	±0.2	
Navy	100	±1	94	1	1	5	±9	1.2	±0.2	
Marine Corps	100	±1	93	0	6	0	±13	1.1	±0.2	
Air Force	100	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	100	±1	94	1	3	2	±6	1.1	±0.1	
E1 – E4	100	±1	90	2	5	4	±10	1.2	±0.2	
E5 – E9	100	±1	99	0	1	0	±1	1.0	±0.1	
Officers	99	±1	94	3	1	NR	±10	1.1	±0.2	
O1 – O3	100	±1	NR	NR	0	0	±3	1.0	±0.1	
O4 – O6	100	±0	NR	0	1	NR	±4	NR		
COAST GUARD	99	±1	98	1	1	0	±1	1.0	±0.1	
White	99	±1	99	1	1	0	±2	1.0	±0.1	
Black	99	±1	96	2	1	0	±2	1.1	±0.1	
Hispanic	99	±1	96	2	2	1	±3	1.1	±0.1	
Other Race/Ethnicity	100	±1	96	2	1	1	±2	1.1	±0.1	
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1	
Officers	99	±1	99	1	0	0	±2	1.0	±0.1	
Male	99	±1	98	1	1	0	±1	1.0	±0.1	
Female	99	±1	97	1	2	0	±4	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±2	98	2	0	0	±2	1.0	±0.1	

NR: Not reportable



45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

m. Physically threatened or intimidated you because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	96	2	1	0	±1	1.1	±0.1	
Army	99	±1	95	3	1	1	±2	1.1	±0.1	
Navy	99	±1	96	3	1	0	±1	1.1	±0.1	
Marine Corps	99	±1	96	3	1	0	±2	1.1	±0.1	
Air Force	99	±1	99	1	0	0	±1	1.0	±0.1	
Enlisted	99	±1	96	3	1	0	±1	1.1	±0.1	
E1 – E4	99	±1	94	4	2	1	±2	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±1	1.0	±0.1	
Officers	99	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	99	0	0	0	±1	1.0	±0.1	
O4 – O6	99	±1	99	1	0	1	±2	1.0	±0.1	
Male	99	±1	96	2	1	0	±1	1.1	±0.1	
Female	99	±1	97	2	1	0	±2	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	97	2	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±1	95	3	1	1	±2	1.1	±0.1	
WHITE	99	±1	97	2	0	0	±1	1.0	±0.1	
Army	99	±1	96	3	0	0	±2	1.1	±0.1	
Navy	99	±1	97	2	1	0	±2	1.0	±0.1	
Marine Corps	99	±1	97	3	0	0	±3	1.0	±0.1	
Air Force	99	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	97	2	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	95	4	1	0	±2	1.1	±0.1	
E5 – E9	99	±1	98	1	0	0	±1	1.0	±0.1	
Officers	99	±1	100	0	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	100	0	0	0	±1	1.0	±0.1	
O4 – O6	99	±1	99	1	0	0	±2	1.0	±0.1	
BLACK	99	±1	95	3	2	0	±2	1.1	±0.1	
Army	100	±1	95	2	2	0	±3	1.1	±0.1	
Navy	99	±1	94	4	2	0	±3	1.1	±0.1	
Marine Corps	99	±1	94	4	2	0	±4	1.1	±0.1	
Air Force	99	±1	97	2	1	0	±2	1.0	±0.1	
Enlisted	99	±1	95	3	2	0	±2	1.1	±0.1	
E1 – E4	99	±1	93	3	4	0	±4	1.1	±0.1	
E5 – E9	99	±1	96	3	1	0	±2	1.1	±0.1	
Officers	99	±1	98	1	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	98	2	0	0	±2	1.0	±0.1	
O4 – O6	99	±1	99	1	0	0	±1	1.0	±0.1	
HISPANIC	99	±1	95	3	1	1	±2	1.1	±0.1	
Army	99	±1	93	4	2	1	±3	1.1	±0.1	
Navy	99	±2	96	3	1	0	±3	1.1	±0.1	
Marine Corps	100	±1	94	3	1	1	±5	1.1	±0.1	
Air Force	99	±1	97	2	0	1	±3	1.0	±0.1	
Enlisted	99	±1	95	3	1	1	±2	1.1	±0.1	
E1 – E4	99	±1	93	4	2	1	±3	1.1	±0.1	
E5 – E9	100	±1	96	2	1	1	±2	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

45m. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	99	1	0	0	±2	1.0	±0.1	
O1 – O3	100	±1	99	0	0	0	±1	1.0	±0.1	
O4 – O6	100	±1	99	0	1	0	±3	1.0	±0.1	
AIAN	99	±2	91	4	1	NR	±9	1.2	±0.2	
Army	97	±5	NR	5	1	NR	±11	1.3	±0.4	
Navy	100	±0	NR	NR	3	0	±4	1.1	±0.2	
Marine Corps	100	±0	97	2	1	0	±4	1.1	±0.1	
Air Force	100	±1	99	1	0	0	±3	1.0	±0.1	
Enlisted	99	±3	91	4	2	NR	±10	1.2	±0.2	
E1 – E4	97	±5	NR	6	2	NR	±11	1.3	±0.4	
E5 – E9	100	±1	97	2	1	0	±2	1.1	±0.1	
Officers	100	±0	NR	NR	0	0	±1	NR		
O1 – O3	100	±0	NR	NR	0	0	±0	NR		
O4 – O6	100	±0	99	0	0	0	±2	1.0	±0.1	
ASIAN	99	±1	93	4	2	1	±2	1.1	±0.1	
Army	99	±1	91	3	3	2	±4	1.2	±0.1	
Navy	99	±1	92	4	3	0	±3	1.1	±0.1	
Marine Corps	99	±1	96	2	1	1	±2	1.1	±0.1	
Air Force	99	±1	97	3	0	0	±5	1.0	±0.1	
Enlisted	99	±1	93	4	3	1	±2	1.1	±0.1	
E1 – E4	99	±1	92	5	2	1	±4	1.1	±0.1	
E5 – E9	99	±1	93	3	3	0	±3	1.1	±0.1	
Officers	100	±1	97	1	0	NR	±5	1.1	±0.1	
O1 – O3	100	±1	96	1	0	NR	±8	1.1	±0.2	
O4 – O6	100	±1	99	1	0	0	±2	1.0	±0.1	
NHPI	98	±3	89	4	5	1	±7	1.2	±0.2	
Army	97	±6	90	5	5	1	±11	1.2	±0.2	
Navy	100	±1	NR	6	NR	NR	±9	1.4	±0.4	
Marine Corps	100	±0	94	3	2	1	±5	1.1	±0.1	
Air Force	100	±1	98	1	0	0	±2	1.0	±0.1	
Enlisted	98	±4	89	5	5	2	±8	1.2	±0.2	
Officers	100	±0	NR	NR	NR	NR		1.0	±0.0	
TWO OR MORE RACES	100	±1	94	2	2	2	±5	1.1	±0.1	
Army	100	±0	91	2	NR	NR	±13	1.2	±0.2	
Navy	99	±2	94	1	1	4	±11	1.1	±0.2	
Marine Corps	100	±1	NR	NR	NR	0	±0	1.1	±0.2	
Air Force	100	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	100	±1	94	2	3	2	±6	1.1	±0.1	
E1 – E4	100	±1	90	3	4	3	±11	1.2	±0.2	
E5 – E9	99	±1	98	1	1	0	±5	1.0	±0.1	
Officers	100	±1	97	0	0	NR	±10	1.1	±0.2	
O1 – O3	100	±1	100	0	0	0	±3	1.0	±0.1	
O4 – O6	100	±0	NR	0	0	NR	±2	NR		
COAST GUARD	99	±1	98	1	1	0	±1	1.0	±0.1	
White	99	±1	98	1	0	0	±2	1.0	±0.1	
Black	99	±1	98	1	1	0	±2	1.0	±0.1	
Hispanic	99	±1	96	2	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	97	2	1	1	±2	1.1	±0.1	
Enlisted	99	±1	98	2	1	0	±2	1.0	±0.1	
Officers	100	±1	99	0	0	0	±1	1.0	±0.1	
Male	99	±1	98	1	0	0	±1	1.0	±0.1	
Female	99	±1	98	1	1	0	±4	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	100	±1	97	2	0	1	±3	1.0	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

n. Assaulted you physically because of your race/ethnicity?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	97	1	1	0	±1	1.0	±0.1	
Army	99	±1	97	2	1	0	±1	1.0	±0.1	
Navy	100	±1	97	2	1	0	±1	1.1	±0.1	
Marine Corps	99	±1	97	2	1	0	±2	1.0	±0.1	
Air Force	99	±1	99	1	0	0	±1	1.0	±0.1	
Enlisted	99	±1	97	2	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	96	2	1	0	±1	1.1	±0.1	
E5 – E9	99	±1	98	1	1	0	±1	1.0	±0.1	
Officers	100	±1	99	0	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	100	0	0	0	±1	1.0	±0.1	
O4 – O6	100	±1	99	0	0	1	±2	1.0	±0.1	
Male	99	±1	97	2	1	0	±1	1.0	±0.1	
Female	99	±1	98	1	1	0	±1	1.0	±0.1	
Not Deployed Past 12 Months	99	±1	98	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±1	97	2	1	0	±1	1.0	±0.1	
WHITE	99	±1	98	1	1	0	±1	1.0	±0.1	
Army	99	±1	97	2	1	0	±2	1.0	±0.1	
Navy	100	±1	98	1	1	0	±2	1.0	±0.1	
Marine Corps	99	±1	98	1	1	0	±3	1.0	±0.1	
Air Force	99	±1	99	0	0	0	±1	1.0	±0.1	
Enlisted	99	±1	98	1	1	0	±1	1.0	±0.1	
E1 – E4	99	±1	97	2	1	0	±2	1.1	±0.1	
E5 – E9	99	±1	99	1	0	0	±1	1.0	±0.1	
Officers	100	±1	100	0	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	100	0	0	0	±1	1.0	±0.1	
O4 – O6	100	±1	99	0	0	0	±2	1.0	±0.1	
BLACK	99	±1	97	2	1	0	±2	1.0	±0.1	
Army	99	±1	97	1	1	0	±3	1.0	±0.1	
Navy	99	±1	95	3	2	0	±3	1.1	±0.1	
Marine Corps	99	±1	94	4	2	0	±4	1.1	±0.1	
Air Force	99	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	99	±1	96	2	1	0	±2	1.1	±0.1	
E1 – E4	99	±1	95	3	2	0	±3	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.0	±0.1	
Officers	99	±1	100	0	0	0	±1	1.0	±0.1	
O1 – O3	99	±1	99	0	0	0	±2	1.0	±0.1	
O4 – O6	99	±1	100	0	0	0	±1	1.0	±0.1	
HISPANIC	99	±1	97	2	1	0	±2	1.0	±0.1	
Army	99	±1	97	2	1	0	±2	1.0	±0.1	
Navy	99	±1	97	2	1	0	±3	1.0	±0.1	
Marine Corps	99	±1	95	3	1	1	±5	1.1	±0.1	
Air Force	100	±1	99	1	0	0	±3	1.0	±0.1	
Enlisted	99	±1	96	2	1	0	±2	1.0	±0.1	
E1 – E4	99	±1	95	3	1	1	±3	1.1	±0.1	
E5 – E9	99	±1	97	2	1	0	±2	1.0	±0.1	

Note. Percent responding are active duty members who answered the question.

45n. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	99	±1	99	0	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	99	0	0	0	±1	1.0	±0.1	
O4 – O6	100	±1	99	0	0	1	±3	1.0	±0.1	
AIAN	100	±1	95	2	2	0	±6	1.1	±0.1	
Army	99	±1	92	4	3	0	±12	1.1	±0.2	
Navy	100	±0	96	1	3	0	±4	1.1	±0.1	
Marine Corps	100	±1	98	1	1	0	±3	1.0	±0.1	
Air Force	99	±1	100	0	0	0	±0	1.0	±0.0	
Enlisted	99	±1	95	2	3	0	±6	1.1	±0.1	
E1 – E4	99	±1	92	NR	4	0	±11	1.1	±0.2	
E5 – E9	100	±1	98	1	1	0	±2	1.0	±0.1	
Officers	100	±0	100	0	0	0	±1	1.0	±0.1	
O1 – O3	100	±0	100	0	0	0	±0	1.0	±0.0	
O4 – O6	100	±0	100	0	0	0	±1	1.0	±0.1	
ASIAN	99	±1	96	2	2	0	±2	1.1	±0.1	
Army	98	±3	95	2	2	1	±3	1.1	±0.1	
Navy	99	±1	95	3	3	0	±3	1.1	±0.1	
Marine Corps	100	±1	97	2	0	0	±2	1.0	±0.1	
Air Force	100	±1	97	2	1	0	±6	1.0	±0.1	
Enlisted	99	±1	95	3	2	0	±2	1.1	±0.1	
E1 – E4	99	±1	95	3	2	1	±3	1.1	±0.1	
E5 – E9	99	±2	95	3	2	0	±3	1.1	±0.1	
Officers	100	±1	99	1	0	0	±1	1.0	±0.1	
O1 – O3	100	±1	99	1	0	0	±2	1.0	±0.1	
O4 – O6	100	±0	100	0	0	0	±1	1.0	±0.1	
NHPI	100	±1	91	3	5	1	±7	1.2	±0.2	
Army	100	±0	91	4	5	1	±11	1.2	±0.2	
Navy	100	±1	NR	3	NR	NR	±8	1.4	±0.4	
Marine Corps	100	±0	95	2	2	1	±5	1.1	±0.1	
Air Force	100	±1	99	1	0	0	±2	1.0	±0.1	
Enlisted	100	±1	91	3	5	1	±8	1.2	±0.2	
Officers	100	±1	NR	NR	NR	NR		1.0	±0.0	
TWO OR MORE RACES	100	±1	97	0	1	2	±4	1.1	±0.1	
Army	100	±1	97	1	0	NR	±10	1.1	±0.2	
Navy	99	±2	95	1	1	4	±10	1.1	±0.2	
Marine Corps	100	±0	NR	0	NR	0	±1	1.1	±0.2	
Air Force	100	±1	100	0	0	0	±1	1.0	±0.1	
Enlisted	100	±1	97	1	1	2	±5	1.1	±0.1	
E1 – E4	99	±2	95	1	1	3	±9	1.1	±0.2	
E5 – E9	100	±1	100	0	0	0	±1	1.0	±0.1	
Officers	100	±1	NR	0	0	NR	±2	1.1	±0.2	
O1 – O3	100	±1	100	0	0	0	±3	1.0	±0.1	
O4 – O6	100	±0	NR	0	0	NR	±1	NR		
COAST GUARD	100	±1	98	1	1	0	±1	1.0	±0.1	
White	100	±1	99	1	0	0	±2	1.0	±0.1	
Black	99	±1	98	1	1	0	±2	1.0	±0.1	
Hispanic	99	±1	97	1	2	0	±4	1.1	±0.1	
Other Race/Ethnicity	99	±1	98	1	1	0	±2	1.0	±0.1	
Enlisted	100	±1	98	1	1	0	±1	1.0	±0.1	
Officers	100	±1	100	0	0	0	±1	1.0	±0.1	
Male	100	±1	99	1	0	0	±1	1.0	±0.1	
Female	100	±1	98	0	1	0	±4	1.0	±0.1	
Not Deployed Past 12 Months	100	±1	99	1	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	100	±1	98	2	0	0	±3	1.0	±0.1	

NR: Not reportable

45. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors in your workplace or on your installation/ship...

o. Other race/ethnicity-related experiences?

1. Never

2. Once or twice

3. Sometimes

4. Often

	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
TOTAL DOD	99	±1	92	4	2	1	±1	1.1	±0.1	
Army	99	±1	90	6	2	2	±2	1.2	±0.1	
Navy	99	±1	91	4	3	1	±2	1.1	±0.1	
Marine Corps	99	±1	93	4	2	1	±2	1.1	±0.1	
Air Force	99	±1	96	2	1	0	±1	1.1	±0.1	
Enlisted	99	±1	92	5	2	1	±1	1.1	±0.1	
E1 – E4	99	±1	90	5	3	2	±2	1.2	±0.1	
E5 – E9	99	±1	93	4	2	1	±1	1.1	±0.1	
Officers	100	±1	96	2	1	1	±2	1.1	±0.1	
O1 – O3	100	±1	96	2	1	1	±2	1.1	±0.1	
O4 – O6	99	±1	95	3	0	1	±2	1.1	±0.1	
Male	99	±1	93	4	2	1	±1	1.1	±0.1	
Female	99	±1	91	5	2	2	±2	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	94	4	2	1	±1	1.1	±0.1	
Deployed Past 12 Months	99	±1	91	5	3	2	±2	1.2	±0.1	
WHITE	99	±1	95	3	1	1	±1	1.1	±0.1	
Army	99	±1	93	4	1	1	±2	1.1	±0.1	
Navy	99	±1	94	3	2	1	±2	1.1	±0.1	
Marine Corps	99	±2	95	2	2	1	±3	1.1	±0.1	
Air Force	99	±1	98	1	1	0	±1	1.0	±0.1	
Enlisted	99	±1	94	3	2	1	±2	1.1	±0.1	
E1 – E4	99	±1	92	4	2	2	±2	1.1	±0.1	
E5 – E9	99	±1	96	2	1	0	±2	1.1	±0.1	
Officers	100	±1	97	2	0	1	±2	1.0	±0.1	
O1 – O3	100	±1	98	1	0	1	±3	1.0	±0.1	
O4 – O6	99	±1	96	3	0	1	±2	1.1	±0.1	
BLACK	99	±1	88	6	4	1	±2	1.2	±0.1	
Army	99	±1	87	7	4	2	±4	1.2	±0.1	
Navy	99	±1	88	6	6	1	±3	1.2	±0.1	
Marine Corps	99	±1	87	8	4	1	±4	1.2	±0.1	
Air Force	99	±1	93	5	2	0	±3	1.1	±0.1	
Enlisted	99	±1	88	6	4	1	±2	1.2	±0.1	
E1 – E4	99	±1	87	5	7	1	±4	1.2	±0.1	
E5 – E9	99	±1	89	7	3	2	±2	1.2	±0.1	
Officers	99	±1	90	6	4	1	±3	1.2	±0.1	
O1 – O3	99	±1	89	6	3	1	±4	1.2	±0.1	
O4 – O6	99	±1	90	7	3	1	±3	1.1	±0.1	
HISPANIC	99	±1	90	6	2	1	±2	1.1	±0.1	
Army	99	±1	87	9	3	2	±4	1.2	±0.1	
Navy	99	±1	90	6	3	1	±4	1.1	±0.1	
Marine Corps	98	±3	93	4	2	2	±4	1.1	±0.1	
Air Force	99	±2	93	4	2	1	±4	1.1	±0.1	
Enlisted	99	±1	90	7	2	1	±2	1.2	±0.1	
E1 – E4	99	±2	88	7	3	2	±4	1.2	±0.1	
E5 – E9	99	±1	91	7	2	1	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

45o. Continued	Percent Responding		Percentages				Max ME	Frequency of Behaviors		
			1	2	3	4				
Officers	100	±1	95	3	1	1	±2	1.1	±0.1	
O1 – O3	100	±1	95	3	2	0	±3	1.1	±0.1	
O4 – O6	100	±1	95	3	1	1	±3	1.1	±0.1	
AIAN	100	±1	83	10	6	2	±9	1.3	±0.2	
Army	99	±1	78	17	2	3	±17	1.3	±0.2	
Navy	100	±0	84	3	12	1	±16	1.3	±0.3	
Marine Corps	100	±1	95	3	1	1	±5	1.1	±0.1	
Air Force	100	±1	NR	NR	NR	1	±1	1.3	±0.4	
Enlisted	100	±1	82	11	5	2	±10	1.3	±0.2	
E1 – E4	100	±1	80	NR	4	3	±16	1.3	±0.2	
E5 – E9	100	±1	84	9	6	1	±11	1.2	±0.2	
Officers	100	±1	NR	2	NR	0	±2	NR		
O1 – O3	100	±0	NR	2	NR	0	±3	NR		
O4 – O6	100	±1	98	2	0	0	±4	1.0	±0.1	
ASIAN	99	±1	87	7	5	1	±3	1.2	±0.1	
Army	100	±1	83	8	7	2	±10	1.3	±0.2	
Navy	99	±1	85	9	6	0	±5	1.2	±0.1	
Marine Corps	99	±1	92	6	2	1	±4	1.1	±0.1	
Air Force	98	±3	93	4	3	0	±5	1.1	±0.1	
Enlisted	99	±1	86	8	6	1	±4	1.2	±0.1	
E1 – E4	99	±1	83	9	6	1	±8	1.3	±0.2	
E5 – E9	98	±2	87	7	5	0	±3	1.2	±0.1	
Officers	100	±1	92	5	1	2	±7	1.1	±0.1	
O1 – O3	100	±1	91	5	1	NR	±7	1.2	±0.2	
O4 – O6	100	±1	94	5	1	0	±3	1.1	±0.1	
NHPI	100	±1	82	10	6	2	±8	1.3	±0.2	
Army	100	±0	81	11	7	1	±13	1.3	±0.2	
Navy	100	±1	NR	7	NR	NR	±8	1.5	±0.4	
Marine Corps	100	±1	81	NR	3	1	±16	1.2	±0.2	
Air Force	99	±1	96	3	0	0	±2	1.0	±0.1	
Enlisted	100	±1	82	10	7	2	±9	1.3	±0.2	
Officers	100	±0	98	1	0	1	±4	1.0	±0.1	
TWO OR MORE RACES	100	±1	89	6	2	3	±5	1.2	±0.1	
Army	99	±2	83	12	1	4	±12	1.3	±0.2	
Navy	100	±0	90	2	3	5	±9	1.2	±0.2	
Marine Corps	99	±2	90	6	NR	0	±14	1.2	±0.2	
Air Force	100	±1	96	4	0	0	±4	1.0	±0.1	
Enlisted	99	±1	88	7	2	3	±6	1.2	±0.1	
E1 – E4	100	±1	87	6	3	4	±9	1.2	±0.2	
E5 – E9	99	±2	89	8	1	2	±7	1.2	±0.1	
Officers	100	±1	93	5	1	NR	±9	1.1	±0.2	
O1 – O3	100	±1	94	5	1	0	±11	1.1	±0.1	
O4 – O6	100	±0	NR	3	1	NR	±4	NR		
COAST GUARD	99	±1	96	2	1	0	±1	1.1	±0.1	
White	99	±1	98	2	1	0	±2	1.0	±0.1	
Black	99	±1	88	7	4	1	±3	1.2	±0.1	
Hispanic	99	±1	91	6	2	1	±3	1.1	±0.1	
Other Race/Ethnicity	99	±1	94	3	2	0	±2	1.1	±0.1	
Enlisted	99	±1	96	2	1	0	±2	1.1	±0.1	
Officers	99	±1	97	2	1	0	±3	1.0	±0.1	
Male	99	±1	96	2	1	0	±1	1.1	±0.1	
Female	100	±1	95	3	2	1	±3	1.1	±0.1	
Not Deployed Past 12 Months	99	±1	97	2	1	0	±1	1.0	±0.1	
Deployed Past 12 Months	99	±1	94	4	2	1	±3	1.1	±0.1	

NR: Not reportable

46. Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	35	±2	66	31	4	±2
Army	41	±3	61	34	5	±4
Navy	39	±3	65	32	3	±4
Marine Corps	36	±4	74	25	2	±6
Air Force	21	±2	73	24	3	±4
Enlisted	37	±2	64	32	4	±3
E1 – E4	39	±3	61	34	5	±4
E5 – E9	35	±2	67	31	3	±3
Officers	26	±3	78	19	2	±4
O1 – O3	28	±4	79	19	2	±6
O4 – O6	21	±3	78	18	4	±6
Male	34	±2	67	30	3	±3
Female	39	±3	59	36	5	±5
Not Deployed Past 12 Months	32	±2	68	29	3	±3
Deployed Past 12 Months	40	±2	63	33	4	±4
<b>WHITE</b>	30	±2	74	23	3	±3
Army	37	±3	69	27	4	±5
Navy	34	±4	73	25	2	±6
Marine Corps	31	±5	82	17	1	±8
Air Force	17	±3	81	16	3	±6
Enlisted	33	±2	72	25	3	±4
E1 – E4	35	±4	68	27	4	±6
E5 – E9	30	±3	76	22	2	±4
Officers	22	±3	86	13	1	±6
O1 – O3	23	±4	85	13	1	±10
O4 – O6	18	±4	87	11	2	±9
<b>BLACK</b>	43	±3	54	42	4	±4
Army	46	±5	52	45	4	±7
Navy	46	±4	54	43	3	±6
Marine Corps	45	±5	61	35	4	±7
Air Force	31	±4	57	39	4	±7
Enlisted	43	±3	54	43	3	±5
E1 – E4	44	±5	52	46	2	±8
E5 – E9	42	±3	55	41	4	±5
Officers	41	±4	58	37	5	±6
O1 – O3	46	±5	55	39	6	±8
O4 – O6	39	±6	62	34	5	±9
<b>HISPANIC</b>	42	±3	59	36	5	±5
Army	46	±5	54	38	7	±7
Navy	45	±5	62	36	2	±8
Marine Corps	41	±7	61	36	3	±12
Air Force	29	±5	66	30	4	±10
Enlisted	42	±3	58	37	5	±5
E1 – E4	43	±5	54	38	7	±8
E5 – E9	40	±3	61	36	3	±5

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45).

46. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	41	±6	70	26	4	±9
O1 – O3	42	±8	76	21	3	±8
O4 – O6	32	±8	57	33	NR	±15
AIAN	44	±9	59	31	NR	±13
Army	48	±14	NR	NR	NR	
Navy	48	±12	NR	NR	5	±10
Marine Corps	34	±20	81	17	NR	±16
Air Force	43	±20	83	13	4	±17
Enlisted	47	±9	59	30	NR	±14
E1 – E4	45	±14	NR	NR	NR	
E5 – E9	50	±10	72	25	3	±15
Officers	27	±21	NR	NR	3	±5
O1 – O3	45	±34	NR	NR	2	±7
O4 – O6	19	±25	NR	NR	3	±9
ASIAN	43	±4	55	43	3	±6
Army	48	±7	45	52	3	±10
Navy	48	±5	54	43	3	±8
Marine Corps	47	±13	70	28	2	±14
Air Force	27	±5	68	30	1	±9
Enlisted	46	±4	54	43	3	±6
E1 – E4	54	±6	52	46	2	±10
E5 – E9	40	±4	57	40	3	±6
Officers	31	±6	56	42	3	±11
O1 – O3	36	±9	57	40	2	±15
O4 – O6	23	±6	57	39	3	±8
NHPI	43	±9	53	39	8	±14
Army	45	±15	NR	NR	NR	
Navy	52	±13	NR	NR	NR	
Marine Corps	48	±13	76	24	NR	±15
Air Force	22	±6	68	31	1	±9
Enlisted	44	±10	53	40	8	±14
Officers	11	±9	73	27	NR	±18
TWO OR MORE RACES	45	±6	60	35	6	±10
Army	56	±12	NR	39	NR	±17
Navy	38	±9	53	42	5	±15
Marine Corps	59	±18	NR	NR	3	±6
Air Force	32	±9	74	20	NR	±16
Enlisted	46	±7	56	38	6	±11
E1 – E4	51	±10	56	38	7	±16
E5 – E9	41	±8	57	39	4	±13
Officers	42	±12	84	10	NR	±15
O1 – O3	49	±15	93	6	1	±7
O4 – O6	26	±17	NR	NR	NR	
COAST GUARD	30	±3	76	21	4	±4
White	25	±3	84	12	4	±6
Black	51	±4	59	36	6	±5
Hispanic	43	±4	59	39	3	±6
Other Race/Ethnicity	39	±6	71	26	3	±7
Enlisted	31	±3	76	21	3	±4
Officers	24	±4	76	17	8	±9
Male	30	±3	77	19	4	±4
Female	32	±3	67	29	4	±6
Not Deployed Past 12 Months	28	±3	77	20	3	±4
Deployed Past 12 Months	37	±6	73	21	6	±8

NR: Not reportable



46. Harassment scale: Constructed from Q45a-n and Q46. Harassment reflects whether Service members indicated that they personally experienced race/ethnicity-related insensitivity, threats, or actual harm, from another military member or a DoD civilian.

	Percent Responding		Percentages	Max ME	Harassment
			Incident Rate		
TOTAL DOD	100	±0	12	±1	
Army	100	±0	16	±2	
Navy	100	±0	13	±2	
Marine Corps	100	±0	9	±3	
Air Force	100	±0	6	±1	
Enlisted	100	±0	13	±1	
E1 – E4	100	±0	15	±2	
E5 – E9	100	±0	12	±1	
Officers	100	±0	5	±2	
O1 – O3	100	±0	6	±2	
O4 – O6	100	±0	4	±2	
Male	100	±0	11	±1	
Female	100	±0	16	±3	
Not Deployed Past 12 Months	100	±0	10	±1	
Deployed Past 12 Months	100	±0	15	±2	
WHITE	100	±0	8	±1	
Army	100	±0	11	±3	
Navy	100	±0	9	±3	
Marine Corps	100	±0	6	±3	
Air Force	100	±0	3	±2	
Enlisted	100	±0	9	±2	
E1 – E4	100	±0	11	±3	
E5 – E9	100	±0	7	±2	
Officers	100	±0	3	±2	
O1 – O3	100	±0	3	±3	
O4 – O6	100	±0	2	±2	
BLACK	100	±0	19	±2	
Army	100	±0	22	±4	
Navy	100	±0	21	±4	
Marine Corps	100	±0	17	±4	
Air Force	100	±0	13	±3	
Enlisted	100	±0	20	±3	
E1 – E4	100	±0	21	±5	
E5 – E9	100	±0	19	±3	
Officers	100	±0	17	±3	
O1 – O3	100	±0	20	±5	
O4 – O6	100	±0	15	±4	
HISPANIC	100	±0	17	±3	
Army	100	±0	21	±4	
Navy	100	±0	17	±5	
Marine Corps	100	±0	16	±7	
Air Force	100	±0	10	±4	
Enlisted	100	±0	17	±3	
E1 – E4	100	±0	20	±5	
E5 – E9	100	±0	16	±3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q45/Q46). Cronbach's coefficient alpha = 0.87.

46. Continued	Percent Responding		Percentages	Max ME	Harassment
			Incident Rate		
Officers	100	±0	12	±5	
O1 – O3	100	±0	10	±4	
O4 – O6	100	±0	14	±8	
AIAN	100	±0	18	±8	
Army	100	±0	27	±15	
Navy	100	±0	17	±14	
Marine Corps	100	±0	6	±6	
Air Force	100	±0	7	±4	
Enlisted	100	±0	19	±9	
E1 – E4	100	±0	24	±15	
E5 – E9	100	±0	14	±8	
Officers	100	±0	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±0	3	±5	
ASIAN	100	±0	19	±3	
Army	100	±0	27	±7	
Navy	100	±0	21	±5	
Marine Corps	100	±0	14	±5	
Air Force	100	±0	9	±2	
Enlisted	100	±0	21	±4	
E1 – E4	100	±0	25	±7	
E5 – E9	100	±0	17	±3	
Officers	100	±0	14	±6	
O1 – O3	100	±0	15	±9	
O4 – O6	100	±0	10	±4	
NHPI	100	±0	20	±8	
Army	100	±0	22	±13	
Navy	100	±0	29	±18	
Marine Corps	100	±0	10	±7	
Air Force	100	±0	7	±3	
Enlisted	100	±0	21	±9	
Officers	100	±0	3	±5	
TWO OR MORE RACES	100	±0	18	±6	
Army	100	±0	26	±13	
Navy	100	±0	18	±9	
Marine Corps	100	±0	18	±16	
Air Force	100	±0	8	±6	
Enlisted	100	±0	20	±6	
E1 – E4	100	±0	22	±10	
E5 – E9	100	±0	17	±8	
Officers	100	±0	7	±7	
O1 – O3	100	±0	3	±3	
O4 – O6	100	±0	NR		
COAST GUARD	100	±0	7	±2	
White	100	±0	4	±2	
Black	100	±0	21	±3	
Hispanic	100	±0	18	±3	
Other Race/Ethnicity	100	±0	11	±3	
Enlisted	100	±0	8	±2	
Officers	100	±0	6	±3	
Male	100	±0	7	±2	
Female	100	±0	10	±3	
Not Deployed Past 12 Months	100	±0	6	±2	
Deployed Past 12 Months	100	±0	10	±4	

NR: Not reportable

46. Offensive Encounters scale: Constructed from Q45a-j and Q46. Offensive Encounters reflects whether Service members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters
			Incident Rate		
TOTAL DOD	100	±0	12	±1	
Army	100	±0	16	±2	
Navy	100	±0	13	±2	
Marine Corps	100	±0	9	±3	
Air Force	100	±0	6	±1	
Enlisted	100	±0	13	±1	
E1 – E4	100	±0	15	±2	
E5 – E9	100	±0	12	±1	
Officers	100	±0	5	±2	
O1 – O3	100	±0	6	±2	
O4 – O6	100	±0	4	±2	
Male	100	±0	11	±1	
Female	100	±0	15	±2	
Not Deployed Past 12 Months	100	±0	10	±1	
Deployed Past 12 Months	100	±0	15	±2	
WHITE	100	±0	8	±1	
Army	100	±0	11	±3	
Navy	100	±0	9	±3	
Marine Corps	100	±0	6	±3	
Air Force	100	±0	3	±2	
Enlisted	100	±0	9	±2	
E1 – E4	100	±0	11	±3	
E5 – E9	100	±0	7	±2	
Officers	100	±0	3	±2	
O1 – O3	100	±0	3	±3	
O4 – O6	100	±0	2	±2	
BLACK	100	±0	19	±2	
Army	100	±0	22	±4	
Navy	100	±0	21	±4	
Marine Corps	100	±0	17	±4	
Air Force	100	±0	13	±3	
Enlisted	100	±0	20	±3	
E1 – E4	100	±0	21	±5	
E5 – E9	100	±0	19	±3	
Officers	100	±0	17	±3	
O1 – O3	100	±0	20	±5	
O4 – O6	100	±0	15	±4	
HISPANIC	100	±0	17	±3	
Army	100	±0	21	±4	
Navy	100	±0	17	±5	
Marine Corps	100	±0	16	±7	
Air Force	100	±0	10	±4	
Enlisted	100	±0	17	±3	
E1 – E4	100	±0	20	±5	
E5 – E9	100	±0	16	±3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination (Q45/Q46). Cronbach's coefficient alpha = 0.84.

46. Continued	Percent Responding		Percentages	Max ME	Offensive Encounters
			Incident Rate		
Officers	100	±0	12	±5	
O1 – O3	100	±0	10	±4	
O4 – O6	100	±0	14	±8	
AIAN	100	±0	18	±8	
Army	100	±0	27	±15	
Navy	100	±0	17	±14	
Marine Corps	100	±0	6	±6	
Air Force	100	±0	7	±4	
Enlisted	100	±0	19	±9	
E1 – E4	100	±0	24	±15	
E5 – E9	100	±0	14	±8	
Officers	100	±0	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±0	3	±5	
ASIAN	100	±0	19	±3	
Army	100	±0	26	±7	
Navy	100	±0	21	±5	
Marine Corps	100	±0	14	±5	
Air Force	100	±0	8	±2	
Enlisted	100	±0	21	±4	
E1 – E4	100	±0	25	±7	
E5 – E9	100	±0	17	±3	
Officers	100	±0	14	±6	
O1 – O3	100	±0	15	±9	
O4 – O6	100	±0	10	±4	
NHPI	100	±0	20	±8	
Army	100	±0	22	±13	
Navy	100	±0	29	±18	
Marine Corps	100	±0	10	±7	
Air Force	100	±0	7	±3	
Enlisted	100	±0	21	±9	
Officers	100	±0	3	±5	
TWO OR MORE RACES	100	±0	18	±6	
Army	100	±0	26	±13	
Navy	100	±0	18	±9	
Marine Corps	100	±0	18	±16	
Air Force	100	±0	8	±6	
Enlisted	100	±0	20	±6	
E1 – E4	100	±0	22	±10	
E5 – E9	100	±0	17	±8	
Officers	100	±0	7	±7	
O1 – O3	100	±0	3	±3	
O4 – O6	100	±0	NR		
COAST GUARD	100	±0	7	±2	
White	100	±0	4	±2	
Black	100	±0	21	±3	
Hispanic	100	±0	18	±3	
Other Race/Ethnicity	100	±0	11	±3	
Enlisted	100	±0	8	±2	
Officers	100	±0	6	±3	
Male	100	±0	7	±2	
Female	100	±0	10	±3	
Not Deployed Past 12 Months	100	±0	6	±2	
Deployed Past 12 Months	100	±0	10	±4	

NR: Not reportable

46. Threat/Harm scale: Constructed from Q45k-n and Q46. Threat/Harm can be defined as perceptions of threat, vandalism, and assault stemming from Service members' race/ethnicity and caused by DoD personnel.

	Percent Responding		Percentages	Max ME	Threat/Harm
			Incident Rate		
TOTAL DOD	100	±0	4	±1	
Army	100	±0	5	±2	
Navy	100	±0	4	±1	
Marine Corps	100	±0	3	±2	
Air Force	100	±0	1	±1	
Enlisted	100	±0	4	±1	
E1 – E4	100	±0	6	±2	
E5 – E9	100	±0	3	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	1	±2	
Male	100	±0	4	±1	
Female	100	±0	4	±2	
Not Deployed Past 12 Months	100	±0	3	±1	
Deployed Past 12 Months	100	±0	5	±2	
WHITE	100	±0	3	±1	
Army	100	±0	4	±2	
Navy	100	±0	3	±2	
Marine Corps	100	±0	2	±2	
Air Force	100	±0	1	±1	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	4	±2	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±2	
O1 – O3	100	±0	1	±3	
O4 – O6	100	±0	1	±2	
BLACK	100	±0	5	±2	
Army	100	±0	6	±3	
Navy	100	±0	6	±3	
Marine Corps	100	±0	6	±4	
Air Force	100	±0	3	±2	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	7	±4	
E5 – E9	100	±0	5	±2	
Officers	100	±0	4	±2	
O1 – O3	100	±0	4	±3	
O4 – O6	100	±0	2	±2	
HISPANIC	100	±0	5	±2	
Army	100	±0	6	±3	
Navy	100	±0	5	±3	
Marine Corps	100	±0	5	±5	
Air Force	100	±0	2	±3	
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	7	±3	
E5 – E9	100	±0	4	±2	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to the survey AND who indicated they considered at least some of the behaviors experienced to be race/ethnic harassment/discrimination (Q45/Q46). Cronbach's coefficient alpha = 0.70.

46. Continued	Percent Responding		Percentages	Max ME	Threat/Harm
			Incident Rate		
Officers	100	±0	1	±2	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	1	±1	
AIAN	100	±0	10	±9	
Army	100	±0	16	±17	
Navy	100	±0	NR		
Marine Corps	100	±0	2	±3	
Air Force	100	±0	2	±3	
Enlisted	100	±0	10	±10	
E1 – E4	100	±0	16	±18	
E5 – E9	100	±0	3	±2	
Officers	100	±0	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±0	1	±3	
ASIAN	100	±0	6	±2	
Army	100	±0	9	±4	
Navy	100	±0	6	±3	
Marine Corps	100	±0	4	±2	
Air Force	100	±0	2	±1	
Enlisted	100	±0	7	±2	
E1 – E4	100	±0	8	±4	
E5 – E9	100	±0	6	±2	
Officers	100	±0	3	±5	
O1 – O3	100	±0	4	±8	
O4 – O6	100	±0	2	±2	
NHPI	100	±0	9	±7	
Army	100	±0	9	±9	
Navy	100	±0	NR		
Marine Corps	100	±0	5	±5	
Air Force	100	±0	2	±2	
Enlisted	100	±0	10	±7	
Officers	100	±0	0	±2	
TWO OR MORE RACES	100	±0	6	±5	
Army	100	±0	10	±13	
Navy	100	±0	6	±8	
Marine Corps	100	±0	7	±13	
Air Force	100	±0	1	±1	
Enlisted	100	±0	6	±6	
E1 – E4	100	±0	10	±10	
E5 – E9	100	±0	2	±4	
Officers	100	±0	3	±9	
O1 – O3	100	±0	1	±4	
O4 – O6	100	±0	NR		
COAST GUARD	100	±0	2	±1	
White	100	±0	1	±2	
Black	100	±0	3	±2	
Hispanic	100	±0	4	±3	
Other Race/Ethnicity	100	±0	3	±2	
Enlisted	100	±0	2	±1	
Officers	100	±0	1	±1	
Male	100	±0	2	±1	
Female	100	±0	2	±3	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	2	±3	














































NR: Not reportable

**47. Do you think that DoD and your Service have a responsibility to prevent the behaviors which you marked as happening to you?**















































1. Yes, all of it

2. Yes, some of it

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
<b>TOTAL DOD</b>	35	±2	25	44	31	±2	69.0	±2.0	
Army	41	±3	26	46	28	±4	72.0	±4.0	
Navy	39	±3	23	49	28	±4	72.0	±4.0	
Marine Corps	36	±4	22	38	41	±6	59.0	±6.0	
Air Force	21	±2	27	40	33	±5	67.0	±5.0	
Enlisted	37	±2	25	45	30	±3	70.0	±3.0	
E1 – E4	39	±3	22	45	33	±4	67.0	±4.0	
E5 – E9	35	±2	28	44	28	±3	72.0	±3.0	
Officers	26	±3	25	41	34	±5	66.0	±5.0	
O1 – O3	28	±4	23	42	34	±7	66.0	±7.0	
O4 – O6	21	±3	30	41	29	±8	71.0	±8.0	
Male	34	±2	24	44	32	±3	68.0	±3.0	
Female	39	±3	31	48	21	±5	79.0	±4.0	
Not Deployed Past 12 Months	32	±2	24	44	32	±3	68.0	±3.0	
Deployed Past 12 Months	40	±2	26	46	29	±4	71.0	±3.0	
<b>WHITE</b>	30	±2	22	42	36	±4	64.0	±4.0	
Army	37	±3	25	43	33	±6	67.0	±5.0	
Navy	34	±4	18	48	34	±6	66.0	±6.0	
Marine Corps	31	±5	21	32	46	±9	54.0	±9.0	
Air Force	17	±3	23	37	40	±7	60.0	±7.0	
Enlisted	32	±2	23	42	35	±4	65.0	±4.0	
E1 – E4	35	±4	22	43	35	±6	65.0	±6.0	
E5 – E9	30	±3	24	41	36	±5	64.0	±5.0	
Officers	22	±3	21	39	40	±7	60.0	±7.0	
O1 – O3	23	±4	19	40	41	±10	59.0	±10.0	
O4 – O6	18	±4	28	39	33	±11	67.0	±11.0	
<b>BLACK</b>	43	±3	32	47	21	±4	79.0	±4.0	
Army	46	±5	32	47	21	±7	79.0	±7.0	
Navy	46	±4	31	50	19	±6	81.0	±6.0	
Marine Corps	45	±5	29	45	26	±7	74.0	±6.0	
Air Force	31	±4	35	46	20	±7	80.0	±7.0	
Enlisted	43	±3	32	47	21	±5	79.0	±4.0	
E1 – E4	43	±5	21	47	32	±8	68.0	±8.0	
E5 – E9	42	±3	39	47	14	±5	86.0	±4.0	
Officers	41	±4	32	49	19	±7	81.0	±5.0	
O1 – O3	46	±5	30	47	23	±8	77.0	±8.0	
O4 – O6	38	±6	36	45	19	±11	81.0	±7.0	
<b>HISPANIC</b>	41	±3	23	51	26	±4	74.0	±4.0	
Army	46	±5	24	53	23	±7	77.0	±6.0	
Navy	45	±5	27	49	24	±8	76.0	±8.0	
Marine Corps	40	±7	15	49	36	±11	64.0	±10.0	
Air Force	29	±5	26	48	26	±10	74.0	±10.0	
Enlisted	41	±3	23	52	26	±5	74.0	±4.0	
E1 – E4	43	±5	19	54	27	±8	73.0	±7.0	
E5 – E9	40	±3	27	49	24	±5	76.0	±5.0	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45).

47. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
Officers	40	±6	25	42	33	±11	67.0	±11.0	
O1 – O3	42	±8	19	51	30	±13	70.0	±13.0	
O4 – O6	32	±8	33	41	26	±18	74.0	±16.0	
AIAN	45	±9	39	40	21	±14	79.0	±7.0	
Army	48	±14	NR	NR	17	±10	83.0	±10.0	
Navy	48	±12	NR	NR	31	±17	69.0	±17.0	
Marine Corps	34	±20	NR	NR	NR		NR		
Air Force	44	±20	NR	NR	9	±11	91.0	±11.0	
Enlisted	48	±9	39	40	21	±15	79.0	±8.0	
E1 – E4	45	±14	NR	28	25	±15	75.0	±13.0	
E5 – E9	50	±10	31	NR	18	±18	82.0	±9.0	
Officers	27	±21	NR	NR	14	±17	86.0	±17.0	
O1 – O3	45	±34	NR	NR	NR		NR		
O4 – O6	19	±25	NR	NR	NR		NR		
ASIAN	44	±4	23	49	28	±6	72.0	±6.0	
Army	49	±7	20	46	34	±12	66.0	±12.0	
Navy	48	±5	25	56	19	±8	81.0	±6.0	
Marine Corps	47	±13	17	32	NR	±15	NR		
Air Force	27	±5	29	44	27	±11	73.0	±11.0	
Enlisted	46	±4	21	49	30	±7	70.0	±7.0	
E1 – E4	53	±6	20	49	31	±12	69.0	±12.0	
E5 – E9	41	±4	23	48	29	±6	71.0	±6.0	
Officers	31	±6	34	47	18	±12	82.0	±6.0	
O1 – O3	36	±9	37	46	17	±16	83.0	±8.0	
O4 – O6	22	±6	28	48	24	±8	76.0	±7.0	
NHPI	43	±9	26	55	19	±14	81.0	±9.0	
Army	45	±15	NR	NR	16	±13	84.0	±13.0	
Navy	52	±13	NR	NR	19	±18	81.0	±18.0	
Marine Corps	48	±13	NR	35	33	±17	67.0	±16.0	
Air Force	22	±6	33	45	22	±11	78.0	±8.0	
Enlisted	44	±10	26	55	19	±14	81.0	±9.0	
Officers	11	±9	30	NR	22	±18	78.0	±17.0	
TWO OR MORE RACES	45	±6	31	38	32	±10	68.0	±10.0	
Army	55	±12	28	NR	30	±18	70.0	±18.0	
Navy	38	±9	32	44	24	±15	76.0	±15.0	
Marine Corps	59	±18	NR	NR	NR		NR		
Air Force	32	±9	25	31	NR	±17	NR		
Enlisted	46	±7	30	37	33	±11	67.0	±11.0	
E1 – E4	50	±10	33	32	35	±17	65.0	±17.0	
E5 – E9	40	±8	25	45	30	±13	70.0	±12.0	
Officers	42	±12	NR	NR	23	±18	77.0	±18.0	
O1 – O3	49	±15	NR	NR	NR		NR		
O4 – O6	25	±17	NR	NR	NR		NR		
COAST GUARD	30	±3	23	44	34	±5	66.0	±5.0	
White	25	±3	20	43	37	±7	63.0	±7.0	
Black	50	±4	38	42	19	±5	81.0	±4.0	
Hispanic	42	±4	23	51	26	±6	74.0	±6.0	
Other Race/Ethnicity	39	±6	27	38	36	±11	64.0	±10.0	
Enlisted	31	±3	23	42	35	±6	65.0	±6.0	
Officers	24	±4	23	51	26	±9	74.0	±8.0	
Male	29	±3	22	43	36	±6	64.0	±6.0	
Female	32	±3	30	50	21	±6	79.0	±5.0	
Not Deployed Past 12 Months	28	±3	24	42	35	±6	65.0	±6.0	
Deployed Past 12 Months	37	±6	21	49	30	±10	70.0	±9.0	

NR: Not reportable



48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

a. You were rated lower than you deserved on your last evaluation.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	3	13	84	±1	16.0	±1.0	
Army	98	±1	4	12	85	±2	15.0	±2.0	
Navy	98	±1	3	21	75	±2	25.0	±2.0	
Marine Corps	98	±1	3	15	82	±3	18.0	±3.0	
Air Force	99	±1	2	6	92	±2	8.0	±2.0	
Enlisted	98	±1	3	14	82	±2	18.0	±2.0	
E1 – E4	97	±1	3	16	81	±2	19.0	±2.0	
E5 – E9	98	±1	3	13	83	±2	17.0	±2.0	
Officers	99	±1	2	6	92	±2	8.0	±2.0	
O1 – O3	99	±1	1	5	93	±2	7.0	±2.0	
O4 – O6	99	±1	2	8	90	±3	10.0	±3.0	
Male	98	±1	3	13	84	±1	16.0	±1.0	
Female	97	±1	3	12	85	±2	15.0	±2.0	
Not Deployed Past 12 Months	98	±1	3	12	86	±2	14.0	±2.0	
Deployed Past 12 Months	98	±1	3	15	81	±2	19.0	±2.0	
WHITE	98	±1	2	12	86	±2	14.0	±2.0	
Army	98	±1	2	11	87	±3	13.0	±3.0	
Navy	98	±1	2	20	78	±3	22.0	±3.0	
Marine Corps	98	±2	1	15	84	±5	16.0	±5.0	
Air Force	99	±1	1	5	94	±2	6.0	±2.0	
Enlisted	98	±1	2	14	85	±2	15.0	±2.0	
E1 – E4	98	±1	2	15	83	±3	17.0	±3.0	
E5 – E9	99	±1	2	12	86	±2	14.0	±2.0	
Officers	99	±1	1	6	93	±2	7.0	±2.0	
O1 – O3	99	±1	1	5	95	±3	5.0	±3.0	
O4 – O6	99	±1	1	7	91	±3	9.0	±3.0	
BLACK	97	±1	6	14	80	±2	20.0	±2.0	
Army	97	±2	6	12	83	±4	17.0	±4.0	
Navy	98	±2	6	23	71	±4	29.0	±4.0	
Marine Corps	96	±2	7	14	79	±4	21.0	±4.0	
Air Force	98	±2	4	10	86	±3	14.0	±3.0	
Enlisted	97	±1	5	15	80	±3	20.0	±3.0	
E1 – E4	97	±2	5	16	78	±5	22.0	±5.0	
E5 – E9	97	±1	6	14	80	±3	20.0	±3.0	
Officers	98	±1	6	8	85	±3	15.0	±3.0	
O1 – O3	98	±2	6	6	88	±4	12.0	±4.0	
O4 – O6	99	±1	10	11	79	±4	21.0	±4.0	
HISPANIC	96	±2	5	16	80	±3	20.0	±3.0	
Army	96	±3	6	12	81	±4	19.0	±4.0	
Navy	97	±2	3	26	71	±5	29.0	±5.0	
Marine Corps	96	±3	5	19	76	±8	24.0	±8.0	
Air Force	98	±2	2	7	91	±4	9.0	±4.0	
Enlisted	96	±2	5	16	79	±3	21.0	±3.0	
E1 – E4	96	±2	5	18	77	±5	23.0	±5.0	
E5 – E9	97	±2	5	15	80	±3	20.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48a. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	4	7	89	±4	11.0	±4.0	
O1 – O3	99	±1	5	7	88	±8	12.0	±6.0	
O4 – O6	99	±2	3	10	87	±7	13.0	±6.0	
AIAN	97	±3	3	15	82	±8	18.0	±8.0	
Army	95	±6	3	18	79	±17	21.0	±16.0	
Navy	99	±2	3	21	76	±9	24.0	±9.0	
Marine Corps	97	±3	3	10	87	±10	13.0	±10.0	
Air Force	99	±1	1	6	93	±4	7.0	±4.0	
Enlisted	97	±4	3	16	81	±8	19.0	±8.0	
E1 – E4	94	±7	2	17	81	±16	19.0	±15.0	
E5 – E9	99	±1	4	16	80	±8	20.0	±8.0	
Officers	100	±1	1	NR	NR	±1	NR		
O1 – O3	99	±1	0	NR	NR	±0	NR		
O4 – O6	100	±0	1	4	95	±8	5.0	±8.0	
ASIAN	99	±1	5	16	79	±3	21.0	±3.0	
Army	99	±2	6	18	76	±8	24.0	±8.0	
Navy	98	±2	6	20	73	±5	27.0	±5.0	
Marine Corps	99	±1	3	13	84	±6	16.0	±6.0	
Air Force	99	±1	2	8	89	±5	11.0	±5.0	
Enlisted	98	±1	5	18	77	±4	23.0	±4.0	
E1 – E4	99	±1	4	18	78	±7	22.0	±7.0	
E5 – E9	98	±2	6	18	76	±4	24.0	±4.0	
Officers	99	±1	3	10	87	±7	13.0	±6.0	
O1 – O3	99	±1	2	9	89	±8	11.0	±8.0	
O4 – O6	99	±1	4	13	82	±14	18.0	±12.0	
NHPI	96	±5	6	10	84	±7	16.0	±7.0	
Army	96	±6	7	8	85	±12	15.0	±11.0	
Navy	90	±16	NR	19	70	±13	30.0	±13.0	
Marine Corps	97	±3	3	17	80	±9	20.0	±9.0	
Air Force	97	±2	1	4	95	±3	5.0	±3.0	
Enlisted	95	±5	7	10	83	±8	17.0	±7.0	
Officers	99	±1	NR	5	95	±8	5.0	±8.0	
TWO OR MORE RACES	99	±1	3	16	81	±5	19.0	±5.0	
Army	99	±1	4	15	81	±12	19.0	±12.0	
Navy	97	±3	3	29	68	±10	32.0	±10.0	
Marine Corps	99	±2	2	10	88	±9	12.0	±9.0	
Air Force	99	±1	3	5	92	±5	8.0	±5.0	
Enlisted	99	±1	3	17	79	±6	21.0	±6.0	
E1 – E4	98	±2	2	20	78	±10	22.0	±10.0	
E5 – E9	99	±1	5	14	81	±7	19.0	±7.0	
Officers	98	±2	3	6	91	±10	9.0	±10.0	
O1 – O3	98	±2	1	6	93	±13	7.0	±12.0	
O4 – O6	99	±2	NR	5	NR	±5	NR		
COAST GUARD	99	±1	2	13	86	±2	14.0	±2.0	
White	99	±1	1	12	87	±3	13.0	±3.0	
Black	98	±1	6	16	78	±3	22.0	±3.0	
Hispanic	96	±4	3	15	82	±4	18.0	±4.0	
Other Race/Ethnicity	99	±1	2	15	82	±5	18.0	±5.0	
Enlisted	99	±1	2	14	84	±3	16.0	±3.0	
Officers	100	±1	3	6	91	±3	9.0	±3.0	
Male	99	±1	2	12	86	±3	14.0	±3.0	
Female	99	±1	2	15	82	±3	18.0	±3.0	
Not Deployed Past 12 Months	99	±1	2	12	86	±3	14.0	±3.0	
Deployed Past 12 Months	98	±2	2	14	83	±5	17.0	±5.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

b. Your last evaluation contained unjustified negative comments.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	6	92	±1	8.0	±1.0	
Army	97	±1	3	7	90	±2	10.0	±2.0	
Navy	98	±1	2	6	92	±2	8.0	±2.0	
Marine Corps	98	±1	2	8	90	±3	10.0	±3.0	
Air Force	99	±1	1	3	96	±1	4.0	±1.0	
Enlisted	98	±1	2	7	91	±1	9.0	±1.0	
E1 – E4	97	±1	3	9	88	±2	12.0	±2.0	
E5 – E9	98	±1	2	5	93	±1	7.0	±1.0	
Officers	99	±1	1	2	97	±1	3.0	±1.0	
O1 – O3	98	±1	1	2	97	±2	3.0	±2.0	
O4 – O6	99	±1	1	2	97	±2	3.0	±2.0	
Male	98	±1	2	6	92	±1	8.0	±1.0	
Female	97	±1	2	6	92	±2	8.0	±2.0	
Not Deployed Past 12 Months	98	±1	2	6	92	±1	8.0	±1.0	
Deployed Past 12 Months	98	±1	2	7	91	±2	9.0	±2.0	
WHITE	98	±1	2	5	93	±1	7.0	±1.0	
Army	98	±1	2	6	92	±2	8.0	±2.0	
Navy	98	±2	1	5	94	±2	6.0	±2.0	
Marine Corps	98	±2	2	7	91	±4	9.0	±4.0	
Air Force	99	±1	1	3	97	±2	3.0	±2.0	
Enlisted	98	±1	2	6	92	±2	8.0	±2.0	
E1 – E4	98	±1	2	8	89	±3	11.0	±3.0	
E5 – E9	99	±1	1	4	95	±2	5.0	±2.0	
Officers	99	±1	1	1	98	±2	2.0	±2.0	
O1 – O3	99	±1	0	1	99	±2	1.0	±2.0	
O4 – O6	99	±1	1	2	97	±2	3.0	±2.0	
BLACK	97	±1	4	7	90	±2	10.0	±2.0	
Army	97	±2	4	7	89	±4	11.0	±4.0	
Navy	98	±2	3	7	91	±3	9.0	±3.0	
Marine Corps	96	±2	5	9	86	±4	14.0	±4.0	
Air Force	98	±2	3	5	92	±3	8.0	±3.0	
Enlisted	97	±1	4	7	89	±2	11.0	±2.0	
E1 – E4	97	±2	4	9	88	±4	12.0	±4.0	
E5 – E9	97	±1	4	6	90	±2	10.0	±2.0	
Officers	98	±1	3	3	94	±2	6.0	±2.0	
O1 – O3	97	±2	3	4	93	±3	7.0	±3.0	
O4 – O6	99	±1	4	2	94	±3	6.0	±3.0	
HISPANIC	96	±2	3	7	89	±2	11.0	±2.0	
Army	96	±3	4	8	88	±4	12.0	±4.0	
Navy	97	±2	2	7	91	±4	9.0	±4.0	
Marine Corps	95	±3	4	10	86	±6	14.0	±6.0	
Air Force	97	±2	2	4	95	±3	5.0	±3.0	
Enlisted	96	±2	3	8	89	±2	11.0	±2.0	
E1 – E4	95	±2	3	10	87	±4	13.0	±4.0	
E5 – E9	97	±2	3	6	91	±3	9.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48b. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	2	2	95	±5	5.0	±4.0	
O1 – O3	98	±1	3	3	93	±10	7.0	±7.0	
O4 – O6	98	±2	2	1	97	±2	3.0	±2.0	
AIAN	96	±3	1	8	90	±8	10.0	±8.0	
Army	95	±6	1	NR	86	±17	14.0	±17.0	
Navy	99	±2	2	4	94	±5	6.0	±5.0	
Marine Corps	94	±7	2	7	91	±8	9.0	±8.0	
Air Force	99	±1	0	3	97	±3	3.0	±3.0	
Enlisted	97	±4	2	8	90	±9	10.0	±9.0	
E1 – E4	94	±7	1	NR	85	±17	15.0	±17.0	
E5 – E9	99	±1	2	4	95	±3	5.0	±3.0	
Officers	95	±9	0	NR	NR	±1	NR		
O1 – O3	99	±2	0	NR	NR	±0	NR		
O4 – O6	92	±16	0	1	99	±3	1.0	±3.0	
ASIAN	98	±1	2	7	90	±2	10.0	±2.0	
Army	98	±2	3	9	88	±5	12.0	±5.0	
Navy	98	±2	2	8	90	±3	10.0	±3.0	
Marine Corps	98	±1	3	7	91	±4	9.0	±4.0	
Air Force	99	±1	2	4	94	±5	6.0	±4.0	
Enlisted	98	±1	3	8	89	±2	11.0	±2.0	
E1 – E4	99	±1	3	8	89	±3	11.0	±3.0	
E5 – E9	98	±2	3	8	90	±3	10.0	±3.0	
Officers	99	±1	1	4	95	±6	5.0	±6.0	
O1 – O3	99	±1	1	6	93	±10	7.0	±9.0	
O4 – O6	99	±1	1	2	98	±2	2.0	±2.0	
NHPI	96	±5	5	6	89	±8	11.0	±7.0	
Army	96	±6	NR	8	87	±11	13.0	±11.0	
Navy	90	±16	NR	3	88	±15	12.0	±15.0	
Marine Corps	97	±3	3	9	88	±8	12.0	±8.0	
Air Force	97	±2	1	2	97	±2	3.0	±2.0	
Enlisted	95	±5	5	6	88	±8	12.0	±7.0	
Officers	99	±1	NR	1	99	±2	1.0	±2.0	
TWO OR MORE RACES	98	±1	2	10	87	±6	13.0	±6.0	
Army	99	±1	3	16	81	±14	19.0	±14.0	
Navy	96	±4	3	12	86	±9	14.0	±9.0	
Marine Corps	98	±2	2	6	92	±8	8.0	±8.0	
Air Force	99	±1	2	2	96	±4	4.0	±4.0	
Enlisted	98	±2	2	11	86	±7	14.0	±7.0	
E1 – E4	98	±2	1	16	83	±11	17.0	±11.0	
E5 – E9	99	±2	4	5	91	±7	9.0	±6.0	
Officers	98	±2	NR	5	92	±12	8.0	±12.0	
O1 – O3	98	±2	0	NR	NR	±1	NR		
O4 – O6	99	±2	NR	NR	NR		NR		
COAST GUARD	98	±1	1	5	94	±2	6.0	±2.0	
White	99	±1	1	4	95	±2	5.0	±2.0	
Black	98	±1	3	6	91	±2	9.0	±2.0	
Hispanic	96	±4	2	7	91	±4	9.0	±4.0	
Other Race/Ethnicity	99	±1	1	5	94	±2	6.0	±2.0	
Enlisted	98	±1	1	6	93	±2	7.0	±2.0	
Officers	99	±1	1	2	97	±2	3.0	±2.0	
Male	98	±1	1	5	94	±2	6.0	±2.0	
Female	99	±1	2	5	93	±3	7.0	±3.0	
Not Deployed Past 12 Months	99	±1	1	4	95	±2	5.0	±2.0	
Deployed Past 12 Months	97	±2	1	7	92	±4	8.0	±4.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

c. You were held to a higher performance standard than others in your job.
















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	3	21	76	±2	24.0	±2.0	
Army	97	±1	4	22	74	±2	26.0	±2.0	
Navy	97	±1	3	23	74	±2	26.0	±2.0	
Marine Corps	97	±2	3	25	72	±4	28.0	±4.0	
Air Force	98	±1	2	13	85	±2	15.0	±2.0	
Enlisted	97	±1	3	23	74	±2	26.0	±2.0	
E1 – E4	97	±1	4	27	69	±3	31.0	±3.0	
E5 – E9	97	±1	3	20	77	±2	23.0	±2.0	
Officers	99	±1	2	9	89	±2	11.0	±2.0	
O1 – O3	99	±1	2	10	88	±3	12.0	±3.0	
O4 – O6	99	±1	2	7	91	±3	9.0	±3.0	
Male	98	±1	3	21	76	±2	24.0	±2.0	
Female	97	±1	3	22	75	±3	25.0	±3.0	
Not Deployed Past 12 Months	98	±1	3	19	78	±2	22.0	±2.0	
Deployed Past 12 Months	97	±1	4	24	72	±2	28.0	±2.0	
WHITE	98	±1	2	19	78	±2	22.0	±2.0	
Army	98	±1	3	21	76	±3	24.0	±3.0	
Navy	98	±2	2	21	77	±3	23.0	±3.0	
Marine Corps	98	±2	2	25	73	±5	27.0	±5.0	
Air Force	99	±1	1	12	87	±3	13.0	±3.0	
Enlisted	98	±1	2	22	75	±2	25.0	±2.0	
E1 – E4	98	±1	3	26	71	±4	29.0	±4.0	
E5 – E9	98	±1	2	19	79	±2	21.0	±2.0	
Officers	99	±1	1	8	91	±2	9.0	±2.0	
O1 – O3	99	±1	1	9	90	±4	10.0	±4.0	
O4 – O6	99	±1	1	7	92	±3	8.0	±3.0	
BLACK	97	±1	6	22	73	±3	27.0	±3.0	
Army	97	±2	6	22	72	±5	28.0	±5.0	
Navy	98	±2	5	26	69	±4	31.0	±4.0	
Marine Corps	96	±2	6	24	70	±4	30.0	±4.0	
Air Force	97	±2	5	15	81	±4	19.0	±4.0	
Enlisted	97	±1	5	23	72	±3	28.0	±3.0	
E1 – E4	97	±2	6	27	67	±5	33.0	±5.0	
E5 – E9	97	±1	5	20	75	±3	25.0	±3.0	
Officers	98	±1	8	11	81	±3	19.0	±3.0	
O1 – O3	98	±2	7	13	80	±4	20.0	±4.0	
O4 – O6	98	±2	10	9	80	±4	20.0	±4.0	
HISPANIC	96	±2	5	23	72	±3	28.0	±3.0	
Army	95	±3	6	22	71	±4	29.0	±4.0	
Navy	97	±2	2	27	70	±5	30.0	±5.0	
Marine Corps	94	±4	7	25	68	±8	32.0	±7.0	
Air Force	97	±2	2	18	80	±6	20.0	±6.0	
Enlisted	96	±2	5	24	71	±3	29.0	±3.0	
E1 – E4	96	±2	6	27	67	±5	33.0	±5.0	
E5 – E9	96	±2	4	22	74	±3	26.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48c. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	3	10	86	±4	14.0	±4.0	
O1 – O3	99	±1	2	10	88	±4	12.0	±4.0	
O4 – O6	98	±2	3	9	87	±7	13.0	±7.0	
AIAN	97	±3	7	26	67	±10	33.0	±10.0	
Army	95	±6	NR	23	67	±15	33.0	±15.0	
Navy	99	±2	NR	24	68	±14	32.0	±14.0	
Marine Corps	97	±3	3	NR	NR	±6	NR		
Air Force	99	±1	1	NR	NR	±2	NR		
Enlisted	96	±4	6	29	65	±11	35.0	±11.0	
E1 – E4	94	±7	NR	28	61	±18	39.0	±17.0	
E5 – E9	98	±1	2	30	68	±12	32.0	±12.0	
Officers	99	±1	NR	9	NR	±14	NR		
O1 – O3	98	±2	NR	7	NR	±7	NR		
O4 – O6	100	±1	1	NR	NR	±2	NR		
ASIAN	97	±2	4	21	75	±3	25.0	±3.0	
Army	97	±2	6	22	72	±6	28.0	±6.0	
Navy	96	±3	4	23	74	±5	26.0	±5.0	
Marine Corps	98	±1	3	29	68	±16	32.0	±15.0	
Air Force	99	±1	2	12	85	±4	15.0	±4.0	
Enlisted	97	±2	4	23	73	±4	27.0	±4.0	
E1 – E4	98	±2	4	27	69	±6	31.0	±6.0	
E5 – E9	96	±3	4	20	76	±4	24.0	±4.0	
Officers	99	±1	3	12	85	±6	15.0	±6.0	
O1 – O3	99	±1	2	15	83	±9	17.0	±9.0	
O4 – O6	99	±1	4	5	91	±4	9.0	±4.0	
NHPI	95	±5	2	21	77	±7	23.0	±7.0	
Army	95	±6	0	20	79	±12	21.0	±12.0	
Navy	90	±16	NR	21	68	±13	32.0	±13.0	
Marine Corps	97	±3	2	30	68	±12	32.0	±12.0	
Air Force	97	±2	1	15	84	±6	16.0	±6.0	
Enlisted	95	±5	2	21	76	±8	24.0	±8.0	
Officers	99	±1	NR	6	94	±8	6.0	±8.0	
TWO OR MORE RACES	98	±1	5	28	66	±6	34.0	±6.0	
Army	99	±1	9	39	52	±13	48.0	±12.0	
Navy	97	±3	4	30	66	±10	34.0	±10.0	
Marine Corps	98	±2	4	NR	NR	±9	NR		
Air Force	99	±1	3	13	84	±7	16.0	±7.0	
Enlisted	99	±1	5	30	65	±7	35.0	±7.0	
E1 – E4	98	±2	5	32	63	±11	37.0	±11.0	
E5 – E9	99	±2	6	28	67	±8	33.0	±8.0	
Officers	98	±2	6	18	76	±13	24.0	±13.0	
O1 – O3	98	±2	5	23	72	±17	28.0	±17.0	
O4 – O6	99	±2	NR	5	NR	±5	NR		
COAST GUARD	98	±1	2	18	80	±3	20.0	±3.0	
White	99	±1	2	18	81	±3	19.0	±3.0	
Black	98	±1	6	21	73	±3	27.0	±3.0	
Hispanic	96	±4	4	20	77	±4	23.0	±4.0	
Other Race/Ethnicity	99	±1	2	18	80	±5	20.0	±5.0	
Enlisted	98	±1	2	19	78	±3	22.0	±3.0	
Officers	100	±1	2	13	85	±4	15.0	±4.0	
Male	98	±1	2	18	80	±3	20.0	±3.0	
Female	98	±1	3	21	76	±3	24.0	±3.0	
Not Deployed Past 12 Months	99	±1	2	17	81	±3	19.0	±3.0	
Deployed Past 12 Months	97	±2	1	23	75	±6	25.0	±6.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

d. You did not get an award or decoration given to others in similar circumstances.

















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	3	14	83	±1	17.0	±1.0	
Army	97	±1	5	16	79	±2	21.0	±2.0	
Navy	98	±1	3	16	81	±2	19.0	±2.0	
Marine Corps	97	±2	3	12	85	±3	15.0	±3.0	
Air Force	98	±1	2	10	88	±2	12.0	±2.0	
Enlisted	97	±1	4	15	81	±2	19.0	±2.0	
E1 – E4	97	±1	4	17	79	±2	21.0	±2.0	
E5 – E9	98	±1	3	14	83	±2	17.0	±2.0	
Officers	99	±1	2	9	90	±2	10.0	±2.0	
O1 – O3	98	±1	1	10	89	±3	11.0	±3.0	
O4 – O6	99	±1	2	6	91	±3	9.0	±3.0	
Male	98	±1	3	14	82	±2	18.0	±2.0	
Female	97	±1	4	13	83	±3	17.0	±3.0	
Not Deployed Past 12 Months	98	±1	3	11	86	±2	14.0	±2.0	
Deployed Past 12 Months	97	±1	4	18	77	±2	23.0	±2.0	
WHITE	98	±1	2	13	85	±2	15.0	±2.0	
Army	98	±1	3	16	81	±3	19.0	±3.0	
Navy	98	±1	2	15	83	±3	17.0	±3.0	
Marine Corps	98	±2	2	11	87	±4	13.0	±4.0	
Air Force	99	±1	1	9	89	±2	11.0	±2.0	
Enlisted	98	±1	2	15	83	±2	17.0	±2.0	
E1 – E4	98	±1	3	16	81	±3	19.0	±3.0	
E5 – E9	98	±1	2	13	85	±2	15.0	±2.0	
Officers	99	±1	1	8	91	±2	9.0	±2.0	
O1 – O3	99	±2	1	9	90	±4	10.0	±4.0	
O4 – O6	99	±1	2	6	92	±3	8.0	±3.0	
BLACK	97	±1	6	15	79	±3	21.0	±3.0	
Army	97	±2	7	16	77	±4	23.0	±4.0	
Navy	98	±2	5	15	80	±4	20.0	±4.0	
Marine Corps	96	±2	5	15	80	±4	20.0	±4.0	
Air Force	98	±2	5	11	84	±3	16.0	±3.0	
Enlisted	97	±1	6	15	79	±3	21.0	±3.0	
E1 – E4	97	±2	7	17	76	±5	24.0	±5.0	
E5 – E9	97	±1	6	14	80	±3	20.0	±3.0	
Officers	98	±1	4	9	87	±3	13.0	±3.0	
O1 – O3	97	±2	5	9	86	±4	14.0	±4.0	
O4 – O6	98	±1	5	6	89	±3	11.0	±3.0	
HISPANIC	96	±2	5	15	80	±3	20.0	±3.0	
Army	95	±3	7	17	76	±4	24.0	±4.0	
Navy	97	±2	4	17	78	±5	22.0	±5.0	
Marine Corps	93	±6	6	13	81	±6	19.0	±6.0	
Air Force	98	±2	3	10	87	±4	13.0	±4.0	
Enlisted	95	±2	6	16	79	±3	21.0	±3.0	
E1 – E4	94	±3	6	18	76	±5	24.0	±5.0	
E5 – E9	96	±2	5	14	81	±3	19.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48d. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	96	±3	3	9	88	±4	12.0	±4.0	
O1 – O3	97	±3	3	8	90	±3	10.0	±3.0	
O4 – O6	99	±2	3	7	89	±3	11.0	±3.0	
AIAN	97	±3	11	16	73	±14	27.0	±11.0	
Army	95	±6	NR	17	72	±16	28.0	±16.0	
Navy	99	±2	2	23	75	±13	25.0	±13.0	
Marine Corps	97	±3	NR	10	NR	±12	NR		
Air Force	100	±1	NR	6	NR	±4	NR		
Enlisted	97	±4	13	17	70	±15	30.0	±11.0	
E1 – E4	94	±7	NR	9	NR	±5	NR		
E5 – E9	99	±1	5	24	71	±12	29.0	±12.0	
Officers	100	±1	1	8	91	±15	9.0	±14.0	
O1 – O3	99	±1	1	8	91	±9	9.0	±9.0	
O4 – O6	100	±0	1	NR	NR	±2	NR		
ASIAN	98	±1	5	16	79	±3	21.0	±3.0	
Army	98	±2	6	21	73	±8	27.0	±7.0	
Navy	98	±2	7	16	78	±5	22.0	±5.0	
Marine Corps	98	±1	3	9	88	±4	12.0	±4.0	
Air Force	99	±1	3	12	85	±5	15.0	±5.0	
Enlisted	98	±1	6	17	78	±4	22.0	±4.0	
E1 – E4	99	±1	5	19	75	±7	25.0	±7.0	
E5 – E9	97	±2	6	15	79	±4	21.0	±4.0	
Officers	99	±1	3	11	86	±6	14.0	±6.0	
O1 – O3	99	±1	2	14	84	±9	16.0	±9.0	
O4 – O6	99	±1	3	7	90	±4	10.0	±4.0	
NHPI	95	±5	6	13	81	±8	19.0	±8.0	
Army	96	±6	NR	16	79	±13	21.0	±13.0	
Navy	90	±16	15	8	77	±16	23.0	±14.0	
Marine Corps	97	±3	2	13	85	±9	15.0	±9.0	
Air Force	97	±2	1	8	91	±4	9.0	±4.0	
Enlisted	95	±5	6	12	82	±8	18.0	±8.0	
Officers	99	±1	0	NR	NR	±2	NR		
TWO OR MORE RACES	99	±1	3	18	79	±6	21.0	±6.0	
Army	99	±1	4	22	73	±13	27.0	±13.0	
Navy	97	±3	3	23	74	±10	26.0	±10.0	
Marine Corps	99	±2	1	10	88	±10	12.0	±10.0	
Air Force	99	±1	3	11	86	±7	14.0	±7.0	
Enlisted	99	±1	3	18	79	±6	21.0	±6.0	
E1 – E4	98	±2	1	22	77	±10	23.0	±10.0	
E5 – E9	99	±1	5	14	81	±8	19.0	±8.0	
Officers	98	±2	5	18	77	±14	23.0	±14.0	
O1 – O3	98	±3	NR	12	85	±16	15.0	±16.0	
O4 – O6	99	±2	NR	NR	NR		NR		
COAST GUARD	98	±1	2	8	89	±2	11.0	±2.0	
White	99	±1	2	8	90	±3	10.0	±3.0	
Black	98	±1	4	11	85	±3	15.0	±3.0	
Hispanic	96	±4	3	10	87	±3	13.0	±3.0	
Other Race/Ethnicity	97	±3	1	8	90	±4	10.0	±4.0	
Enlisted	98	±1	2	8	90	±2	10.0	±2.0	
Officers	100	±1	2	9	89	±4	11.0	±4.0	
Male	98	±1	2	8	90	±2	10.0	±2.0	
Female	98	±1	3	9	88	±3	12.0	±3.0	
Not Deployed Past 12 Months	99	±1	2	8	90	±2	10.0	±2.0	
Deployed Past 12 Months	98	±2	2	11	87	±5	13.0	±5.0	

NR: Not reportable
















































48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

e. Your current assignment has not made use of your job skills.



















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	17	81	±1	19.0	±1.0	
Army	97	±1	3	20	77	±2	23.0	±2.0	
Navy	98	±1	2	19	79	±2	21.0	±2.0	
Marine Corps	97	±2	2	15	83	±3	17.0	±3.0	
Air Force	98	±1	1	12	87	±2	13.0	±2.0	
Enlisted	97	±1	2	18	79	±2	21.0	±2.0	
E1 – E4	97	±1	3	20	78	±2	22.0	±2.0	
E5 – E9	98	±1	2	17	81	±2	19.0	±2.0	
Officers	99	±1	1	11	88	±2	12.0	±2.0	
O1 – O3	99	±1	1	12	88	±3	12.0	±3.0	
O4 – O6	99	±1	1	11	88	±3	12.0	±3.0	
Male	98	±1	2	17	81	±2	19.0	±2.0	
Female	97	±2	2	18	80	±3	20.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	16	82	±2	18.0	±2.0	
Deployed Past 12 Months	97	±1	2	20	78	±2	22.0	±2.0	
WHITE	98	±1	2	17	82	±2	18.0	±2.0	
Army	98	±1	2	20	78	±3	22.0	±3.0	
Navy	98	±1	2	18	80	±3	20.0	±3.0	
Marine Corps	98	±2	1	15	84	±4	16.0	±4.0	
Air Force	99	±1	1	12	87	±3	13.0	±3.0	
Enlisted	98	±1	2	18	80	±2	20.0	±2.0	
E1 – E4	97	±1	2	19	79	±3	21.0	±3.0	
E5 – E9	98	±1	2	17	81	±2	19.0	±2.0	
Officers	99	±1	0	11	89	±3	11.0	±3.0	
O1 – O3	99	±1	0	11	89	±4	11.0	±4.0	
O4 – O6	99	±1	1	11	89	±4	11.0	±4.0	
BLACK	97	±1	4	17	79	±3	21.0	±3.0	
Army	97	±2	5	18	77	±4	23.0	±4.0	
Navy	98	±2	4	19	77	±4	23.0	±4.0	
Marine Corps	95	±2	4	15	81	±4	19.0	±4.0	
Air Force	98	±2	3	12	85	±3	15.0	±3.0	
Enlisted	97	±1	4	17	79	±3	21.0	±3.0	
E1 – E4	97	±2	4	18	78	±5	22.0	±5.0	
E5 – E9	97	±2	4	17	79	±3	21.0	±3.0	
Officers	98	±1	3	12	85	±4	15.0	±4.0	
O1 – O3	98	±2	3	11	86	±4	14.0	±4.0	
O4 – O6	98	±2	4	10	86	±4	14.0	±4.0	
HISPANIC	96	±2	3	18	79	±3	21.0	±3.0	
Army	95	±3	4	20	76	±4	24.0	±4.0	
Navy	97	±2	3	21	77	±5	23.0	±5.0	
Marine Corps	95	±3	4	16	80	±7	20.0	±7.0	
Air Force	97	±2	1	12	87	±5	13.0	±5.0	
Enlisted	96	±2	3	19	78	±3	22.0	±3.0	
E1 – E4	95	±3	3	21	76	±5	24.0	±5.0	
E5 – E9	96	±2	3	17	80	±3	20.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48e. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	2	11	87	±4	13.0	±4.0	
O1 – O3	98	±1	1	11	88	±4	12.0	±4.0	
O4 – O6	98	±2	2	10	89	±3	11.0	±3.0	
AIAN	97	±3	1	20	78	±8	22.0	±8.0	
Army	95	±6	1	22	76	±14	24.0	±14.0	
Navy	99	±2	1	32	67	±14	33.0	±14.0	
Marine Corps	97	±3	2	12	85	±13	15.0	±13.0	
Air Force	99	±1	1	9	90	±5	10.0	±5.0	
Enlisted	96	±4	2	21	78	±8	22.0	±8.0	
E1 – E4	94	±7	2	22	76	±15	24.0	±15.0	
E5 – E9	99	±1	1	19	79	±8	21.0	±8.0	
Officers	99	±1	1	NR	NR	±1	NR		
O1 – O3	99	±2	0	NR	NR	±0	NR		
O4 – O6	100	±0	1	NR	NR	±2	NR		
ASIAN	98	±1	3	17	81	±3	19.0	±3.0	
Army	98	±2	3	27	70	±8	30.0	±7.0	
Navy	97	±2	3	15	82	±4	18.0	±4.0	
Marine Corps	98	±2	2	11	88	±4	12.0	±4.0	
Air Force	98	±1	2	10	89	±4	11.0	±4.0	
Enlisted	98	±1	3	17	80	±3	20.0	±3.0	
E1 – E4	98	±1	3	19	78	±6	22.0	±6.0	
E5 – E9	97	±2	3	16	81	±3	19.0	±3.0	
Officers	99	±1	1	15	84	±7	16.0	±7.0	
O1 – O3	98	±2	1	15	85	±9	15.0	±9.0	
O4 – O6	99	±1	1	15	84	±13	16.0	±13.0	
NHPI	95	±5	2	12	85	±7	15.0	±7.0	
Army	96	±6	1	12	87	±11	13.0	±11.0	
Navy	89	±16	NR	20	70	±13	30.0	±13.0	
Marine Corps	97	±3	2	11	87	±8	13.0	±8.0	
Air Force	97	±2	1	7	92	±3	8.0	±3.0	
Enlisted	95	±5	2	13	85	±7	15.0	±7.0	
Officers	99	±1	0	4	95	±6	5.0	±6.0	
TWO OR MORE RACES	98	±2	3	23	74	±6	26.0	±6.0	
Army	99	±1	4	31	65	±13	35.0	±13.0	
Navy	97	±3	3	26	71	±10	29.0	±10.0	
Marine Corps	99	±2	1	NR	81	±18	19.0	±18.0	
Air Force	98	±3	2	10	87	±6	13.0	±6.0	
Enlisted	98	±2	3	24	74	±7	26.0	±7.0	
E1 – E4	98	±2	1	29	70	±11	30.0	±11.0	
E5 – E9	98	±2	4	17	78	±7	22.0	±7.0	
Officers	99	±2	3	18	79	±13	21.0	±13.0	
O1 – O3	98	±2	0	20	80	±17	20.0	±17.0	
O4 – O6	99	±2	NR	NR	NR		NR		
COAST GUARD	98	±1	1	14	85	±2	15.0	±2.0	
White	98	±1	1	14	85	±3	15.0	±3.0	
Black	98	±1	3	15	82	±3	18.0	±3.0	
Hispanic	96	±4	2	17	81	±4	19.0	±4.0	
Other Race/Ethnicity	98	±2	1	12	87	±4	13.0	±4.0	
Enlisted	98	±1	1	14	84	±3	16.0	±3.0	
Officers	99	±1	1	13	86	±3	14.0	±3.0	
Male	98	±1	1	14	85	±3	15.0	±3.0	
Female	98	±1	2	16	82	±3	18.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	13	85	±3	15.0	±3.0	
Deployed Past 12 Months	98	±2	1	17	82	±5	18.0	±5.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

f. You were not able to attend a major school needed for your specialty.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	9	90	±1	10.0	±1.0	
Army	97	±1	2	9	88	±2	12.0	±2.0	
Navy	98	±1	2	11	87	±2	13.0	±2.0	
Marine Corps	97	±2	2	9	89	±3	11.0	±3.0	
Air Force	98	±1	1	4	95	±2	5.0	±2.0	
Enlisted	97	±1	2	9	89	±1	11.0	±1.0	
E1 – E4	97	±1	2	9	88	±2	12.0	±2.0	
E5 – E9	98	±1	2	9	89	±2	11.0	±2.0	
Officers	99	±1	1	5	94	±2	6.0	±2.0	
O1 – O3	99	±1	1	5	95	±2	5.0	±2.0	
O4 – O6	99	±1	1	5	94	±2	6.0	±2.0	
Male	98	±1	2	9	89	±1	11.0	±1.0	
Female	97	±2	1	7	91	±2	9.0	±2.0	
Not Deployed Past 12 Months	98	±1	2	7	91	±1	9.0	±1.0	
Deployed Past 12 Months	97	±1	2	11	87	±2	13.0	±2.0	
WHITE	98	±1	1	8	91	±2	9.0	±2.0	
Army	98	±1	1	9	90	±3	10.0	±3.0	
Navy	98	±2	1	10	89	±3	11.0	±3.0	
Marine Corps	97	±2	1	9	90	±4	10.0	±4.0	
Air Force	99	±1	1	4	95	±2	5.0	±2.0	
Enlisted	98	±1	1	9	90	±2	10.0	±2.0	
E1 – E4	97	±2	2	9	90	±3	10.0	±3.0	
E5 – E9	98	±1	1	9	90	±2	10.0	±2.0	
Officers	99	±1	0	5	95	±2	5.0	±2.0	
O1 – O3	99	±1	0	4	96	±3	4.0	±3.0	
O4 – O6	99	±1	1	5	95	±3	5.0	±3.0	
BLACK	96	±1	3	9	88	±2	12.0	±2.0	
Army	96	±2	3	9	88	±4	12.0	±4.0	
Navy	97	±2	3	11	86	±4	14.0	±4.0	
Marine Corps	95	±2	4	10	86	±5	14.0	±4.0	
Air Force	98	±2	2	5	93	±3	7.0	±3.0	
Enlisted	96	±1	3	9	88	±2	12.0	±2.0	
E1 – E4	96	±2	4	9	87	±4	13.0	±4.0	
E5 – E9	96	±2	3	9	88	±2	12.0	±2.0	
Officers	97	±2	2	7	92	±4	8.0	±4.0	
O1 – O3	97	±2	2	5	93	±3	7.0	±3.0	
O4 – O6	98	±1	2	6	92	±6	8.0	±6.0	
HISPANIC	96	±2	3	10	87	±2	13.0	±2.0	
Army	95	±3	4	9	87	±4	13.0	±4.0	
Navy	96	±2	2	16	81	±5	19.0	±5.0	
Marine Corps	95	±3	4	9	87	±6	13.0	±6.0	
Air Force	97	±2	1	4	95	±3	5.0	±3.0	
Enlisted	96	±2	3	10	87	±3	13.0	±3.0	
E1 – E4	95	±2	3	11	86	±4	14.0	±4.0	
E5 – E9	96	±2	3	10	87	±3	13.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48f. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	96	±3	1	4	94	±2	6.0	±2.0	
O1 – O3	98	±2	1	3	96	±2	4.0	±2.0	
O4 – O6	99	±2	2	5	93	±3	7.0	±3.0	
AIAN	96	±3	4	12	84	±11	16.0	±8.0	
Army	95	±6	NR	9	84	±17	16.0	±17.0	
Navy	99	±2	1	27	72	±15	28.0	±15.0	
Marine Corps	93	±7	2	7	90	±9	10.0	±9.0	
Air Force	99	±1	0	3	97	±3	3.0	±3.0	
Enlisted	96	±4	NR	12	84	±9	16.0	±9.0	
E1 – E4	94	±7	NR	8	84	±16	16.0	±16.0	
E5 – E9	99	±1	1	16	83	±9	17.0	±9.0	
Officers	95	±9	0	NR	NR	±1	NR		
O1 – O3	99	±2	0	NR	NR	±0	NR		
O4 – O6	92	±16	0	2	98	±5	2.0	±5.0	
ASIAN	98	±1	3	10	88	±2	12.0	±2.0	
Army	98	±2	5	13	82	±5	18.0	±5.0	
Navy	98	±2	2	11	87	±4	13.0	±4.0	
Marine Corps	98	±1	1	5	94	±3	6.0	±3.0	
Air Force	99	±1	1	5	94	±4	6.0	±4.0	
Enlisted	98	±1	3	10	87	±3	13.0	±3.0	
E1 – E4	99	±1	3	10	87	±4	13.0	±4.0	
E5 – E9	97	±2	3	11	86	±4	14.0	±4.0	
Officers	99	±1	2	7	91	±6	9.0	±6.0	
O1 – O3	99	±1	3	8	89	±10	11.0	±8.0	
O4 – O6	98	±1	1	3	96	±2	4.0	±2.0	
NHPI	95	±5	3	10	88	±7	12.0	±7.0	
Army	96	±6	1	10	89	±12	11.0	±11.0	
Navy	90	±16	NR	13	76	±13	24.0	±13.0	
Marine Corps	97	±3	2	10	88	±8	12.0	±8.0	
Air Force	96	±2	1	4	95	±3	5.0	±3.0	
Enlisted	95	±5	3	10	87	±7	13.0	±7.0	
Officers	99	±2	NR	0	100	±1	0.0	±1.0	
TWO OR MORE RACES	98	±1	3	11	86	±6	14.0	±6.0	
Army	99	±1	6	13	81	±12	19.0	±12.0	
Navy	96	±3	3	14	84	±8	16.0	±8.0	
Marine Corps	99	±2	1	NR	NR	±3	NR		
Air Force	99	±1	2	5	93	±6	7.0	±6.0	
Enlisted	98	±1	3	12	85	±6	15.0	±6.0	
E1 – E4	98	±2	2	14	84	±10	16.0	±10.0	
E5 – E9	99	±2	5	9	87	±7	13.0	±7.0	
Officers	98	±2	5	7	88	±11	12.0	±11.0	
O1 – O3	98	±2	NR	8	89	±15	11.0	±15.0	
O4 – O6	99	±2	NR	3	NR	±3	NR		
COAST GUARD	98	±1	1	6	92	±2	8.0	±2.0	
White	98	±1	1	6	93	±3	7.0	±3.0	
Black	98	±1	2	10	88	±3	12.0	±3.0	
Hispanic	96	±4	3	9	88	±4	12.0	±4.0	
Other Race/Ethnicity	99	±1	1	8	91	±4	9.0	±4.0	
Enlisted	98	±1	1	7	92	±2	8.0	±2.0	
Officers	100	±1	1	6	93	±4	7.0	±4.0	
Male	98	±1	1	6	93	±2	7.0	±2.0	
Female	98	±1	2	7	91	±3	9.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	6	93	±2	7.0	±2.0	
Deployed Past 12 Months	97	±2	1	9	90	±4	10.0	±4.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	9	89	±1	11.0	±1.0	
Army	97	±1	3	10	87	±2	13.0	±2.0	
Navy	98	±1	2	12	86	±2	14.0	±2.0	
Marine Corps	96	±2	2	7	90	±3	10.0	±3.0	
Air Force	98	±1	1	6	93	±2	7.0	±2.0	
Enlisted	97	±1	2	10	88	±1	12.0	±1.0	
E1 – E4	96	±1	3	11	86	±2	14.0	±2.0	
E5 – E9	97	±1	2	9	90	±1	10.0	±1.0	
Officers	99	±1	1	5	94	±2	6.0	±2.0	
O1 – O3	99	±1	1	6	93	±2	7.0	±2.0	
O4 – O6	99	±1	1	4	95	±2	5.0	±2.0	
Male	97	±1	2	9	89	±1	11.0	±1.0	
Female	97	±2	2	10	88	±2	12.0	±2.0	
Not Deployed Past 12 Months	97	±1	2	8	90	±1	10.0	±1.0	
Deployed Past 12 Months	97	±1	2	10	87	±2	13.0	±2.0	
WHITE	98	±1	1	8	90	±2	10.0	±2.0	
Army	97	±1	2	10	89	±3	11.0	±3.0	
Navy	98	±2	1	11	88	±3	12.0	±3.0	
Marine Corps	97	±3	1	7	92	±4	8.0	±4.0	
Air Force	99	±1	1	5	94	±2	6.0	±2.0	
Enlisted	97	±1	2	9	89	±2	11.0	±2.0	
E1 – E4	97	±2	2	11	87	±3	13.0	±3.0	
E5 – E9	98	±1	1	8	91	±2	9.0	±2.0	
Officers	99	±1	1	5	95	±2	5.0	±2.0	
O1 – O3	99	±1	0	5	94	±3	6.0	±3.0	
O4 – O6	99	±1	1	4	95	±3	5.0	±3.0	
BLACK	96	±1	4	9	87	±2	13.0	±2.0	
Army	95	±2	4	9	87	±4	13.0	±4.0	
Navy	97	±2	3	12	85	±4	15.0	±4.0	
Marine Corps	96	±2	5	9	87	±4	13.0	±4.0	
Air Force	97	±2	2	6	92	±3	8.0	±3.0	
Enlisted	96	±2	4	9	87	±2	13.0	±2.0	
E1 – E4	96	±2	6	11	84	±5	16.0	±5.0	
E5 – E9	96	±2	3	9	89	±2	11.0	±2.0	
Officers	98	±1	1	8	91	±3	9.0	±3.0	
O1 – O3	97	±2	1	10	88	±4	12.0	±4.0	
O4 – O6	98	±1	1	5	94	±3	6.0	±3.0	
HISPANIC	95	±2	3	10	87	±2	13.0	±2.0	
Army	94	±3	4	10	86	±4	14.0	±4.0	
Navy	96	±2	2	14	84	±5	16.0	±5.0	
Marine Corps	95	±3	4	9	87	±5	13.0	±5.0	
Air Force	97	±2	1	6	93	±4	7.0	±4.0	
Enlisted	95	±2	3	10	86	±3	14.0	±3.0	
E1 – E4	95	±3	3	10	87	±4	13.0	±4.0	
E5 – E9	96	±2	3	11	86	±3	14.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48g. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	96	±3	1	5	94	±3	6.0	±3.0	
O1 – O3	97	±2	1	5	94	±3	6.0	±3.0	
O4 – O6	98	±2	1	5	94	±3	6.0	±3.0	
AIAN	97	±3	4	11	85	±11	15.0	±8.0	
Army	95	±6	NR	10	82	±16	18.0	±16.0	
Navy	99	±2	2	17	81	±13	19.0	±12.0	
Marine Corps	96	±3	2	10	88	±12	12.0	±12.0	
Air Force	99	±1	0	5	94	±4	6.0	±4.0	
Enlisted	96	±4	5	12	83	±12	17.0	±9.0	
E1 – E4	94	±7	NR	8	83	±16	17.0	±16.0	
E5 – E9	99	±1	1	15	84	±10	16.0	±9.0	
Officers	99	±1	0	NR	NR	±1	NR		
O1 – O3	99	±1	0	4	96	±5	4.0	±5.0	
O4 – O6	100	±1	0	NR	NR	±1	NR		
ASIAN	97	±1	2	10	87	±3	13.0	±3.0	
Army	96	±2	3	14	83	±5	17.0	±5.0	
Navy	98	±2	2	11	87	±4	13.0	±4.0	
Marine Corps	97	±2	1	7	92	±4	8.0	±4.0	
Air Force	97	±1	1	7	92	±6	8.0	±5.0	
Enlisted	97	±1	2	11	87	±3	13.0	±3.0	
E1 – E4	97	±2	2	11	87	±4	13.0	±4.0	
E5 – E9	97	±2	2	11	86	±4	14.0	±4.0	
Officers	98	±1	2	7	91	±6	9.0	±6.0	
O1 – O3	97	±2	3	8	88	±10	12.0	±8.0	
O4 – O6	99	±1	0	4	96	±2	4.0	±2.0	
NHPI	95	±5	2	11	87	±10	13.0	±9.0	
Army	96	±6	1	NR	86	±17	14.0	±17.0	
Navy	89	±16	NR	13	77	±14	23.0	±14.0	
Marine Corps	96	±4	2	9	89	±8	11.0	±8.0	
Air Force	96	±2	1	5	95	±3	5.0	±3.0	
Enlisted	95	±5	3	12	86	±10	14.0	±10.0	
Officers	97	±4	1	2	97	±4	3.0	±4.0	
TWO OR MORE RACES	98	±1	3	12	85	±6	15.0	±6.0	
Army	99	±2	5	14	82	±12	18.0	±12.0	
Navy	97	±3	3	17	81	±9	19.0	±9.0	
Marine Corps	99	±2	1	NR	NR	±3	NR		
Air Force	99	±1	2	4	94	±5	6.0	±5.0	
Enlisted	98	±2	3	13	84	±6	16.0	±6.0	
E1 – E4	98	±2	2	18	80	±11	20.0	±11.0	
E5 – E9	98	±2	4	7	89	±7	11.0	±6.0	
Officers	98	±2	3	6	91	±10	9.0	±10.0	
O1 – O3	98	±2	0	6	94	±13	6.0	±13.0	
O4 – O6	99	±2	NR	3	NR	±3	NR		
COAST GUARD	98	±1	1	7	92	±2	8.0	±2.0	
White	98	±1	1	6	93	±3	7.0	±3.0	
Black	97	±2	2	10	89	±3	11.0	±3.0	
Hispanic	95	±4	3	9	89	±4	11.0	±4.0	
Other Race/Ethnicity	99	±1	1	8	91	±4	9.0	±4.0	
Enlisted	98	±1	1	7	91	±2	9.0	±2.0	
Officers	100	±1	1	5	95	±2	5.0	±2.0	
Male	98	±1	1	7	92	±2	8.0	±2.0	
Female	98	±1	2	7	91	±3	9.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	6	93	±2	7.0	±2.0	
Deployed Past 12 Months	98	±2	1	10	89	±5	11.0	±5.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

h. You received lower grades than you deserved in your training.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	4	94	±1	6.0	±1.0	
Army	98	±1	2	4	94	±2	6.0	±2.0	
Navy	98	±1	2	6	93	±2	7.0	±2.0	
Marine Corps	98	±1	2	7	91	±3	9.0	±3.0	
Air Force	99	±1	1	1	98	±1	2.0	±1.0	
Enlisted	98	±1	2	4	94	±1	6.0	±1.0	
E1 – E4	97	±1	2	6	92	±2	8.0	±2.0	
E5 – E9	98	±1	1	3	95	±1	5.0	±1.0	
Officers	99	±1	1	3	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	4	95	±2	5.0	±2.0	
O4 – O6	99	±1	1	1	98	±2	2.0	±2.0	
Male	98	±1	2	4	94	±1	6.0	±1.0	
Female	97	±1	1	3	96	±2	4.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	4	95	±1	5.0	±1.0	
Deployed Past 12 Months	98	±1	2	4	94	±2	6.0	±2.0	
WHITE	98	±1	1	4	95	±1	5.0	±1.0	
Army	98	±1	1	4	95	±2	5.0	±2.0	
Navy	98	±1	1	5	94	±2	6.0	±2.0	
Marine Corps	99	±2	1	6	93	±4	7.0	±4.0	
Air Force	99	±1	0	1	99	±1	1.0	±1.0	
Enlisted	98	±1	1	4	95	±1	5.0	±1.0	
E1 – E4	98	±1	1	5	94	±2	6.0	±2.0	
E5 – E9	99	±1	1	3	97	±2	3.0	±2.0	
Officers	99	±1	0	3	97	±2	3.0	±2.0	
O1 – O3	99	±1	0	5	95	±3	5.0	±3.0	
O4 – O6	99	±1	0	1	99	±2	1.0	±2.0	
BLACK	98	±1	2	4	93	±2	7.0	±2.0	
Army	97	±2	3	3	94	±3	6.0	±3.0	
Navy	98	±1	3	6	91	±3	9.0	±3.0	
Marine Corps	96	±2	4	8	88	±3	12.0	±3.0	
Air Force	98	±2	1	2	97	±2	3.0	±2.0	
Enlisted	97	±1	3	4	93	±2	7.0	±2.0	
E1 – E4	97	±2	3	6	90	±4	10.0	±4.0	
E5 – E9	98	±1	2	3	95	±2	5.0	±2.0	
Officers	98	±1	2	2	95	±3	5.0	±3.0	
O1 – O3	97	±2	2	3	95	±3	5.0	±3.0	
O4 – O6	99	±1	1	1	98	±2	2.0	±2.0	
HISPANIC	96	±2	3	5	92	±2	8.0	±2.0	
Army	95	±3	3	3	93	±3	7.0	±3.0	
Navy	96	±2	2	8	89	±5	11.0	±5.0	
Marine Corps	96	±3	4	9	87	±8	13.0	±7.0	
Air Force	98	±2	1	1	98	±3	2.0	±3.0	
Enlisted	96	±2	3	5	92	±3	8.0	±3.0	
E1 – E4	95	±2	3	7	90	±4	10.0	±4.0	
E5 – E9	97	±2	3	4	93	±3	7.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48h. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	1	2	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	2	97	±2	3.0	±2.0	
O4 – O6	98	±2	1	1	98	±2	2.0	±2.0	
AIAN	97	±3	2	4	94	±4	6.0	±3.0	
Army	95	±6	3	3	94	±10	6.0	±7.0	
Navy	99	±2	1	8	90	±6	10.0	±6.0	
Marine Corps	97	±3	2	6	92	±7	8.0	±7.0	
Air Force	100	±1	0	1	99	±2	1.0	±2.0	
Enlisted	97	±4	2	5	93	±4	7.0	±4.0	
E1 – E4	94	±7	4	5	91	±9	9.0	±8.0	
E5 – E9	99	±1	1	4	95	±3	5.0	±3.0	
Officers	100	±1	0	1	99	±2	1.0	±2.0	
O1 – O3	99	±1	0	2	98	±4	2.0	±4.0	
O4 – O6	100	±1	0	0	100	±2	0.0	±2.0	
ASIAN	98	±1	2	7	91	±2	9.0	±2.0	
Army	98	±2	3	7	90	±5	10.0	±5.0	
Navy	98	±2	2	9	89	±4	11.0	±4.0	
Marine Corps	98	±1	1	6	93	±3	7.0	±3.0	
Air Force	99	±1	1	3	96	±5	4.0	±5.0	
Enlisted	98	±1	2	7	90	±3	10.0	±3.0	
E1 – E4	99	±1	2	8	90	±4	10.0	±4.0	
E5 – E9	97	±2	3	7	91	±4	9.0	±4.0	
Officers	99	±1	1	2	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	2	97	±2	3.0	±2.0	
O4 – O6	99	±1	1	1	98	±2	2.0	±2.0	
NHPI	95	±5	1	9	90	±11	10.0	±10.0	
Army	96	±6	0	NR	NR	±2	NR		
Navy	90	±16	NR	8	86	±14	14.0	±14.0	
Marine Corps	97	±3	2	8	90	±7	10.0	±7.0	
Air Force	96	±2	1	2	97	±3	3.0	±3.0	
Enlisted	95	±5	1	9	89	±11	11.0	±11.0	
Officers	99	±1	NR	3	97	±6	3.0	±6.0	
TWO OR MORE RACES	99	±1	2	5	93	±5	7.0	±5.0	
Army	99	±1	3	NR	90	±13	10.0	±13.0	
Navy	97	±3	3	5	93	±9	7.0	±9.0	
Marine Corps	99	±2	1	6	92	±8	8.0	±8.0	
Air Force	99	±1	1	2	97	±6	3.0	±5.0	
Enlisted	99	±1	2	5	92	±6	8.0	±6.0	
E1 – E4	98	±2	1	9	90	±10	10.0	±10.0	
E5 – E9	99	±1	4	2	95	±7	5.0	±7.0	
Officers	98	±2	3	1	97	±10	3.0	±8.0	
O1 – O3	98	±2	1	1	98	±2	2.0	±2.0	
O4 – O6	99	±2	NR	0	NR	±1	NR		
COAST GUARD	98	±1	1	2	97	±1	3.0	±1.0	
White	98	±1	1	1	98	±2	2.0	±2.0	
Black	98	±1	1	3	96	±2	4.0	±2.0	
Hispanic	95	±4	2	4	94	±4	6.0	±3.0	
Other Race/Ethnicity	99	±1	1	2	97	±2	3.0	±2.0	
Enlisted	97	±2	1	2	97	±2	3.0	±2.0	
Officers	100	±1	1	0	99	±2	1.0	±1.0	
Male	98	±1	1	2	97	±2	3.0	±2.0	
Female	98	±1	2	2	96	±4	4.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	2	97	±2	3.0	±2.0	
Deployed Past 12 Months	96	±3	1	2	97	±3	3.0	±3.0	

NR: Not reportable



48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

i. You did not get a job assignment that you wanted because of scores that you got on tests.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	3	96	±1	4.0	±1.0	
Army	97	±1	1	3	95	±2	5.0	±2.0	
Navy	98	±1	2	5	94	±2	6.0	±2.0	
Marine Corps	97	±2	1	3	96	±2	4.0	±2.0	
Air Force	99	±1	0	1	98	±1	2.0	±1.0	
Enlisted	98	±1	1	4	95	±1	5.0	±1.0	
E1 – E4	97	±1	2	5	93	±2	7.0	±2.0	
E5 – E9	98	±1	1	2	97	±1	3.0	±1.0	
Officers	99	±1	0	1	99	±1	1.0	±1.0	
O1 – O3	98	±1	0	1	99	±1	1.0	±1.0	
O4 – O6	99	±1	1	1	98	±2	2.0	±2.0	
Male	98	±1	1	3	95	±1	5.0	±1.0	
Female	97	±1	1	2	97	±1	3.0	±1.0	
Not Deployed Past 12 Months	98	±1	1	3	96	±1	4.0	±1.0	
Deployed Past 12 Months	97	±1	1	4	95	±2	5.0	±2.0	
WHITE	98	±1	1	2	97	±1	3.0	±1.0	
Army	98	±1	1	3	96	±2	4.0	±2.0	
Navy	98	±2	1	4	95	±2	5.0	±2.0	
Marine Corps	98	±2	1	2	98	±3	2.0	±3.0	
Air Force	99	±1	0	1	98	±1	2.0	±1.0	
Enlisted	98	±1	1	3	96	±1	4.0	±1.0	
E1 – E4	98	±1	1	4	95	±2	5.0	±2.0	
E5 – E9	98	±1	1	1	98	±1	2.0	±1.0	
Officers	99	±1	0	1	99	±1	1.0	±1.0	
O1 – O3	98	±2	0	1	99	±2	1.0	±2.0	
O4 – O6	99	±1	1	1	98	±2	2.0	±2.0	
BLACK	97	±1	2	4	94	±2	6.0	±2.0	
Army	97	±2	2	4	94	±4	6.0	±4.0	
Navy	98	±2	2	5	93	±3	7.0	±3.0	
Marine Corps	96	±2	3	6	91	±3	9.0	±3.0	
Air Force	98	±2	1	2	97	±2	3.0	±2.0	
Enlisted	97	±1	2	4	94	±2	6.0	±2.0	
E1 – E4	97	±2	4	6	90	±4	10.0	±4.0	
E5 – E9	97	±1	1	3	96	±2	4.0	±2.0	
Officers	98	±1	1	2	98	±2	2.0	±2.0	
O1 – O3	97	±2	1	2	97	±2	3.0	±2.0	
O4 – O6	98	±2	1	1	98	±2	2.0	±2.0	
HISPANIC	96	±2	2	4	94	±2	6.0	±2.0	
Army	95	±3	2	4	94	±3	6.0	±3.0	
Navy	96	±2	2	7	91	±4	9.0	±4.0	
Marine Corps	96	±3	3	4	93	±5	7.0	±5.0	
Air Force	98	±2	1	1	98	±3	2.0	±2.0	
Enlisted	96	±2	2	4	93	±2	7.0	±2.0	
E1 – E4	95	±2	2	6	93	±3	7.0	±3.0	
E5 – E9	96	±2	3	4	94	±3	6.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48i. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	0	1	99	±1	1.0	±1.0	
O1 – O3	99	±1	0	1	99	±1	1.0	±1.0	
O4 – O6	98	±2	1	1	99	±2	1.0	±2.0	
AIAN	97	±3	1	3	96	±2	4.0	±2.0	
Army	95	±6	1	3	97	±3	3.0	±3.0	
Navy	99	±2	0	5	95	±5	5.0	±5.0	
Marine Corps	97	±3	2	4	94	±7	6.0	±7.0	
Air Force	99	±1	0	1	99	±2	1.0	±2.0	
Enlisted	97	±4	1	4	95	±2	5.0	±2.0	
E1 – E4	94	±7	1	4	94	±4	6.0	±4.0	
E5 – E9	99	±1	1	3	96	±3	4.0	±3.0	
Officers	100	±1	0	1	99	±1	1.0	±1.0	
O1 – O3	99	±2	0	2	98	±3	2.0	±3.0	
O4 – O6	100	±1	0	0	100	±2	0.0	±2.0	
ASIAN	98	±1	2	5	93	±2	7.0	±2.0	
Army	98	±2	2	7	91	±4	9.0	±4.0	
Navy	97	±2	2	6	92	±4	8.0	±4.0	
Marine Corps	98	±1	1	4	95	±3	5.0	±3.0	
Air Force	99	±1	1	3	96	±5	4.0	±5.0	
Enlisted	98	±1	2	6	92	±2	8.0	±2.0	
E1 – E4	98	±2	3	7	91	±3	9.0	±3.0	
E5 – E9	97	±2	1	6	93	±3	7.0	±3.0	
Officers	99	±1	0	1	98	±2	2.0	±2.0	
O1 – O3	98	±1	0	1	98	±2	2.0	±2.0	
O4 – O6	99	±1	1	0	99	±1	1.0	±1.0	
NHPI	95	±5	1	6	93	±6	7.0	±6.0	
Army	96	±6	0	7	93	±10	7.0	±9.0	
Navy	90	±16	NR	5	90	±16	10.0	±16.0	
Marine Corps	97	±3	2	6	92	±6	8.0	±6.0	
Air Force	96	±2	1	2	97	±3	3.0	±3.0	
Enlisted	95	±5	2	6	92	±6	8.0	±6.0	
Officers	99	±1	NR	1	99	±5	1.0	±5.0	
TWO OR MORE RACES	98	±1	2	4	95	±4	5.0	±4.0	
Army	99	±1	NR	4	94	±10	6.0	±10.0	
Navy	96	±4	2	7	90	±8	10.0	±8.0	
Marine Corps	98	±2	1	1	98	±4	2.0	±3.0	
Air Force	99	±1	1	0	99	±3	1.0	±3.0	
Enlisted	98	±2	2	4	94	±4	6.0	±4.0	
E1 – E4	98	±2	1	6	93	±7	7.0	±7.0	
E5 – E9	99	±2	3	1	96	±7	4.0	±6.0	
Officers	98	±2	NR	0	NR	±1	NR		
O1 – O3	98	±2	0	0	100	±1	0.0	±1.0	
O4 – O6	99	±2	NR	0	NR	±1	NR		
COAST GUARD	98	±1	1	2	97	±1	3.0	±1.0	
White	98	±2	1	2	98	±2	2.0	±2.0	
Black	97	±2	1	4	96	±2	4.0	±2.0	
Hispanic	96	±4	2	4	94	±4	6.0	±3.0	
Other Race/Ethnicity	99	±1	1	3	96	±2	4.0	±2.0	
Enlisted	97	±2	1	3	97	±2	3.0	±2.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	
Male	98	±2	1	2	97	±2	3.0	±2.0	
Female	98	±1	2	2	97	±4	3.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	2	97	±2	3.0	±2.0	
Deployed Past 12 Months	96	±3	1	3	97	±3	3.0	±3.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

j. Your current assignment is not good for your career if you continue in the military.


















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	15	84	±1	16.0	±1.0	
Army	98	±1	2	18	80	±2	20.0	±2.0	
Navy	98	±1	2	16	83	±2	17.0	±2.0	
Marine Corps	98	±1	1	13	86	±3	14.0	±3.0	
Air Force	99	±1	1	10	89	±2	11.0	±2.0	
Enlisted	98	±1	2	16	82	±2	18.0	±2.0	
E1 – E4	97	±1	2	18	80	±2	20.0	±2.0	
E5 – E9	98	±1	2	15	84	±2	16.0	±2.0	
Officers	99	±1	1	7	92	±2	8.0	±2.0	
O1 – O3	99	±1	1	7	93	±3	7.0	±3.0	
O4 – O6	99	±1	1	8	91	±3	9.0	±3.0	
Male	98	±1	2	15	84	±2	16.0	±2.0	
Female	97	±1	2	15	84	±3	16.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	13	85	±2	15.0	±2.0	
Deployed Past 12 Months	97	±1	2	17	81	±2	19.0	±2.0	
WHITE	98	±1	1	14	85	±2	15.0	±2.0	
Army	98	±1	2	16	82	±3	18.0	±3.0	
Navy	98	±2	1	14	85	±3	15.0	±3.0	
Marine Corps	98	±2	1	13	86	±5	14.0	±5.0	
Air Force	99	±1	0	10	90	±2	10.0	±2.0	
Enlisted	98	±1	1	15	83	±2	17.0	±2.0	
E1 – E4	98	±1	2	17	81	±3	19.0	±3.0	
E5 – E9	98	±1	1	14	86	±2	14.0	±2.0	
Officers	99	±1	0	7	93	±2	7.0	±2.0	
O1 – O3	99	±1	0	6	93	±3	7.0	±3.0	
O4 – O6	99	±1	1	8	92	±3	8.0	±3.0	
BLACK	98	±1	3	17	80	±3	20.0	±3.0	
Army	97	±2	3	20	77	±4	23.0	±4.0	
Navy	98	±2	4	17	80	±4	20.0	±4.0	
Marine Corps	97	±2	3	13	83	±4	17.0	±4.0	
Air Force	98	±2	3	11	85	±3	15.0	±3.0	
Enlisted	98	±1	3	17	79	±3	21.0	±3.0	
E1 – E4	98	±2	5	19	76	±5	24.0	±5.0	
E5 – E9	98	±1	3	16	81	±3	19.0	±3.0	
Officers	98	±1	2	9	89	±3	11.0	±3.0	
O1 – O3	97	±2	2	9	89	±4	11.0	±4.0	
O4 – O6	98	±1	3	8	89	±3	11.0	±3.0	
HISPANIC	96	±2	3	16	81	±3	19.0	±3.0	
Army	95	±3	4	19	77	±4	23.0	±4.0	
Navy	96	±2	2	20	78	±5	22.0	±5.0	
Marine Corps	96	±3	3	10	87	±5	13.0	±5.0	
Air Force	97	±2	2	8	90	±4	10.0	±4.0	
Enlisted	96	±2	3	16	80	±3	20.0	±3.0	
E1 – E4	95	±2	3	17	80	±4	20.0	±4.0	
E5 – E9	96	±2	3	16	80	±3	20.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48j. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	1	7	92	±3	8.0	±3.0	
O1 – O3	99	±1	1	5	94	±3	6.0	±3.0	
O4 – O6	98	±2	1	8	91	±3	9.0	±3.0	
AIAN	97	±3	4	17	78	±11	22.0	±9.0	
Army	95	±6	NR	19	73	±18	27.0	±18.0	
Navy	99	±2	2	27	72	±15	28.0	±15.0	
Marine Corps	97	±3	2	8	90	±8	10.0	±8.0	
Air Force	99	±1	1	9	91	±5	9.0	±5.0	
Enlisted	96	±4	5	14	81	±12	19.0	±8.0	
E1 – E4	94	±7	NR	13	79	±15	21.0	±15.0	
E5 – E9	99	±1	2	16	83	±7	17.0	±7.0	
Officers	99	±1	0	NR	NR	±1	NR		
O1 – O3	99	±1	0	NR	NR	±0	NR		
O4 – O6	100	±1	1	NR	NR	±2	NR		
ASIAN	98	±1	3	16	82	±3	18.0	±3.0	
Army	98	±2	5	25	70	±8	30.0	±8.0	
Navy	98	±2	2	13	84	±4	16.0	±4.0	
Marine Corps	98	±1	2	9	89	±4	11.0	±4.0	
Air Force	99	±1	1	10	89	±4	11.0	±4.0	
Enlisted	98	±1	3	17	80	±4	20.0	±4.0	
E1 – E4	98	±2	3	18	79	±7	21.0	±7.0	
E5 – E9	97	±2	3	17	81	±4	19.0	±4.0	
Officers	99	±1	2	9	89	±6	11.0	±6.0	
O1 – O3	99	±1	3	10	87	±10	13.0	±9.0	
O4 – O6	99	±1	1	5	94	±3	6.0	±3.0	
NHPI	95	±5	2	10	88	±5	12.0	±5.0	
Army	96	±6	1	10	89	±7	11.0	±7.0	
Navy	90	±16	NR	13	81	±13	19.0	±13.0	
Marine Corps	97	±3	2	11	88	±8	12.0	±8.0	
Air Force	97	±2	1	7	91	±5	9.0	±5.0	
Enlisted	95	±5	2	10	88	±5	12.0	±5.0	
Officers	99	±1	NR	7	93	±14	7.0	±14.0	
TWO OR MORE RACES	99	±1	3	19	78	±6	22.0	±6.0	
Army	99	±1	6	24	70	±13	30.0	±13.0	
Navy	97	±3	3	21	76	±9	24.0	±9.0	
Marine Corps	99	±2	1	NR	NR	±3	NR		
Air Force	99	±1	2	10	88	±7	12.0	±7.0	
Enlisted	99	±1	4	20	76	±7	24.0	±7.0	
E1 – E4	98	±2	3	25	72	±11	28.0	±11.0	
E5 – E9	99	±1	5	15	81	±8	19.0	±8.0	
Officers	98	±2	3	8	89	±10	11.0	±10.0	
O1 – O3	98	±2	0	7	93	±12	7.0	±12.0	
O4 – O6	99	±2	NR	NR	NR		NR		
COAST GUARD	98	±1	1	10	89	±2	11.0	±2.0	
White	98	±1	1	10	90	±3	10.0	±3.0	
Black	98	±1	3	12	85	±3	15.0	±3.0	
Hispanic	95	±4	2	11	86	±4	14.0	±4.0	
Other Race/Ethnicity	99	±1	1	10	89	±4	11.0	±4.0	
Enlisted	97	±2	1	11	88	±3	12.0	±3.0	
Officers	100	±1	1	8	92	±3	8.0	±3.0	
Male	98	±1	1	10	89	±2	11.0	±2.0	
Female	98	±1	2	11	87	±3	13.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	9	89	±2	11.0	±2.0	
Deployed Past 12 Months	96	±3	1	13	87	±5	13.0	±5.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	11	87	±1	13.0	±1.0	
Army	97	±1	2	14	84	±2	16.0	±2.0	
Navy	97	±1	1	13	86	±2	14.0	±2.0	
Marine Corps	97	±1	2	9	89	±3	11.0	±3.0	
Air Force	98	±1	1	6	93	±2	7.0	±2.0	
Enlisted	97	±1	2	12	86	±1	14.0	±1.0	
E1 – E4	97	±1	2	16	82	±2	18.0	±2.0	
E5 – E9	98	±1	2	10	89	±1	11.0	±1.0	
Officers	98	±1	1	5	95	±2	5.0	±2.0	
O1 – O3	98	±1	1	5	94	±2	6.0	±2.0	
O4 – O6	99	±1	1	3	96	±2	4.0	±2.0	
Male	98	±1	2	11	87	±1	13.0	±1.0	
Female	97	±1	1	13	86	±2	14.0	±2.0	
Not Deployed Past 12 Months	98	±1	2	10	88	±2	12.0	±2.0	
Deployed Past 12 Months	97	±1	2	13	85	±2	15.0	±2.0	
WHITE	98	±1	1	11	88	±2	12.0	±2.0	
Army	98	±1	2	13	86	±3	14.0	±3.0	
Navy	98	±2	1	12	87	±3	13.0	±3.0	
Marine Corps	98	±2	1	9	89	±4	11.0	±4.0	
Air Force	99	±1	0	7	93	±2	7.0	±2.0	
Enlisted	98	±1	1	12	87	±2	13.0	±2.0	
E1 – E4	98	±1	2	16	83	±3	17.0	±3.0	
E5 – E9	98	±1	1	9	90	±2	10.0	±2.0	
Officers	99	±1	0	4	96	±2	4.0	±2.0	
O1 – O3	98	±2	0	5	95	±3	5.0	±3.0	
O4 – O6	99	±1	0	3	97	±2	3.0	±2.0	
BLACK	97	±1	4	12	85	±2	15.0	±2.0	
Army	96	±2	5	14	82	±4	18.0	±4.0	
Navy	97	±2	2	12	85	±4	15.0	±4.0	
Marine Corps	96	±2	3	12	85	±4	15.0	±4.0	
Air Force	98	±2	3	6	91	±3	9.0	±3.0	
Enlisted	97	±1	4	12	84	±3	16.0	±3.0	
E1 – E4	97	±2	6	15	79	±5	21.0	±5.0	
E5 – E9	97	±2	3	10	87	±3	13.0	±3.0	
Officers	97	±2	2	6	92	±3	8.0	±3.0	
O1 – O3	97	±2	3	6	91	±3	9.0	±3.0	
O4 – O6	96	±4	1	5	94	±3	6.0	±3.0	
HISPANIC	96	±2	2	12	85	±2	15.0	±2.0	
Army	95	±3	4	15	81	±4	19.0	±4.0	
Navy	96	±2	1	16	84	±5	16.0	±5.0	
Marine Corps	95	±3	3	7	90	±4	10.0	±4.0	
Air Force	97	±2	1	6	93	±4	7.0	±4.0	
Enlisted	96	±2	3	13	85	±3	15.0	±3.0	
E1 – E4	95	±3	2	16	82	±4	18.0	±4.0	
E5 – E9	96	±2	3	10	87	±3	13.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48k. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	1	5	94	±3	6.0	±3.0	
O1 – O3	99	±1	1	5	94	±3	6.0	±3.0	
O4 – O6	98	±2	0	4	95	±2	5.0	±2.0	
AIAN	97	±3	2	15	82	±9	18.0	±9.0	
Army	95	±6	4	20	76	±17	24.0	±16.0	
Navy	98	±3	1	19	81	±14	19.0	±14.0	
Marine Corps	97	±3	2	9	90	±9	10.0	±9.0	
Air Force	99	±1	0	5	95	±4	5.0	±4.0	
Enlisted	96	±4	3	12	85	±6	15.0	±6.0	
E1 – E4	94	±7	4	13	83	±9	17.0	±9.0	
E5 – E9	98	±2	1	11	88	±8	12.0	±8.0	
Officers	99	±1	0	NR	NR	±1	NR		
O1 – O3	99	±2	0	NR	NR	±0	NR		
O4 – O6	100	±1	1	NR	NR	±2	NR		
ASIAN	98	±1	2	12	86	±3	14.0	±3.0	
Army	97	±2	3	19	78	±8	22.0	±8.0	
Navy	97	±2	2	11	87	±4	13.0	±4.0	
Marine Corps	98	±1	1	9	90	±5	10.0	±5.0	
Air Force	99	±1	1	7	92	±4	8.0	±4.0	
Enlisted	97	±1	2	14	84	±4	16.0	±4.0	
E1 – E4	98	±2	2	16	82	±7	18.0	±7.0	
E5 – E9	97	±2	2	12	86	±4	14.0	±4.0	
Officers	98	±1	2	5	92	±6	8.0	±4.0	
O1 – O3	98	±2	3	5	92	±10	8.0	±7.0	
O4 – O6	99	±1	1	3	95	±3	5.0	±3.0	
NHPI	95	±5	1	7	92	±4	8.0	±4.0	
Army	96	±6	0	7	93	±6	7.0	±6.0	
Navy	90	±16	NR	11	83	±13	17.0	±13.0	
Marine Corps	97	±3	2	6	92	±6	8.0	±6.0	
Air Force	96	±2	0	5	94	±3	6.0	±3.0	
Enlisted	95	±5	1	7	91	±5	9.0	±5.0	
Officers	99	±1	NR	2	98	±3	2.0	±3.0	
TWO OR MORE RACES	98	±2	2	15	83	±6	17.0	±6.0	
Army	99	±2	3	19	78	±14	22.0	±13.0	
Navy	97	±3	3	21	76	±10	24.0	±10.0	
Marine Corps	98	±2	1	3	96	±4	4.0	±4.0	
Air Force	98	±3	1	8	91	±6	9.0	±6.0	
Enlisted	98	±2	2	17	81	±7	19.0	±7.0	
E1 – E4	98	±2	1	22	77	±11	23.0	±11.0	
E5 – E9	98	±2	4	10	86	±7	14.0	±7.0	
Officers	97	±4	NR	2	95	±8	5.0	±8.0	
O1 – O3	96	±5	0	2	98	±2	2.0	±2.0	
O4 – O6	99	±2	NR	3	NR	±4	NR		
COAST GUARD	98	±1	1	8	91	±2	9.0	±2.0	
White	98	±2	1	7	93	±2	7.0	±2.0	
Black	98	±1	2	11	87	±3	13.0	±3.0	
Hispanic	95	±4	2	12	86	±4	14.0	±4.0	
Other Race/Ethnicity	99	±1	1	9	90	±4	10.0	±4.0	
Enlisted	97	±2	1	9	90	±2	10.0	±2.0	
Officers	99	±1	1	4	95	±2	5.0	±2.0	
Male	98	±2	1	7	92	±2	8.0	±2.0	
Female	98	±1	2	11	87	±3	13.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	7	92	±2	8.0	±2.0	
Deployed Past 12 Months	96	±3	1	10	90	±5	10.0	±5.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

I. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.




















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	13	85	±1	15.0	±1.0	
Army	97	±1	4	15	81	±2	19.0	±2.0	
Navy	98	±1	2	15	83	±2	17.0	±2.0	
Marine Corps	98	±1	2	9	89	±3	11.0	±3.0	
Air Force	98	±1	1	9	90	±2	10.0	±2.0	
Enlisted	97	±1	3	13	84	±2	16.0	±2.0	
E1 – E4	97	±1	3	14	83	±2	17.0	±2.0	
E5 – E9	98	±1	2	13	85	±2	15.0	±2.0	
Officers	99	±1	1	10	89	±2	11.0	±2.0	
O1 – O3	99	±1	1	8	91	±3	9.0	±3.0	
O4 – O6	99	±1	1	11	87	±3	13.0	±3.0	
Male	98	±1	2	13	85	±1	15.0	±1.0	
Female	97	±1	2	13	85	±2	15.0	±2.0	
Not Deployed Past 12 Months	98	±1	2	12	87	±2	13.0	±2.0	
Deployed Past 12 Months	97	±1	3	15	82	±2	18.0	±2.0	
WHITE	98	±1	2	12	86	±2	14.0	±2.0	
Army	98	±1	3	15	82	±3	18.0	±3.0	
Navy	98	±2	1	15	84	±3	16.0	±3.0	
Marine Corps	99	±2	1	9	90	±4	10.0	±4.0	
Air Force	99	±1	0	8	91	±2	9.0	±2.0	
Enlisted	98	±1	2	13	85	±2	15.0	±2.0	
E1 – E4	97	±1	2	13	84	±3	16.0	±3.0	
E5 – E9	99	±1	2	12	86	±2	14.0	±2.0	
Officers	99	±1	0	10	90	±2	10.0	±2.0	
O1 – O3	99	±1	0	8	92	±3	8.0	±3.0	
O4 – O6	99	±1	1	11	88	±4	12.0	±4.0	
BLACK	97	±1	4	13	82	±2	18.0	±2.0	
Army	97	±2	5	14	81	±4	19.0	±4.0	
Navy	98	±2	4	13	83	±4	17.0	±4.0	
Marine Corps	96	±2	4	14	81	±4	19.0	±4.0	
Air Force	98	±2	3	10	87	±3	13.0	±3.0	
Enlisted	97	±1	5	13	82	±3	18.0	±3.0	
E1 – E4	98	±2	6	14	80	±5	20.0	±5.0	
E5 – E9	97	±1	4	13	83	±3	17.0	±3.0	
Officers	98	±1	4	10	86	±3	14.0	±3.0	
O1 – O3	97	±2	4	11	85	±5	15.0	±5.0	
O4 – O6	99	±1	5	9	85	±4	15.0	±4.0	
HISPANIC	96	±2	3	14	83	±3	17.0	±3.0	
Army	95	±3	4	16	80	±4	20.0	±4.0	
Navy	96	±2	1	18	81	±5	19.0	±5.0	
Marine Corps	96	±3	3	10	87	±7	13.0	±7.0	
Air Force	97	±2	1	9	90	±4	10.0	±4.0	
Enlisted	96	±2	3	14	83	±3	17.0	±3.0	
E1 – E4	95	±3	2	15	84	±4	16.0	±4.0	
E5 – E9	96	±2	4	14	82	±3	18.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48l. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	95	±4	1	12	87	±4	13.0	±4.0	
O1 – O3	96	±4	1	10	88	±4	12.0	±4.0	
O4 – O6	98	±2	2	11	87	±4	13.0	±4.0	
AIAN	97	±3	3	15	82	±9	18.0	±9.0	
Army	96	±6	5	21	74	±17	26.0	±17.0	
Navy	99	±2	1	17	82	±13	18.0	±13.0	
Marine Corps	97	±3	2	8	90	±8	10.0	±8.0	
Air Force	99	±1	0	4	96	±3	4.0	±3.0	
Enlisted	97	±4	3	13	84	±7	16.0	±7.0	
E1 – E4	94	±7	2	12	86	±7	14.0	±7.0	
E5 – E9	99	±1	4	15	81	±12	19.0	±12.0	
Officers	100	±1	0	NR	NR	±1	NR		
O1 – O3	99	±1	1	6	93	±7	7.0	±7.0	
O4 – O6	100	±1	0	NR	NR	±2	NR		
ASIAN	98	±1	2	13	84	±3	16.0	±3.0	
Army	97	±3	4	20	76	±8	24.0	±8.0	
Navy	97	±2	2	14	84	±4	16.0	±4.0	
Marine Corps	98	±2	1	8	91	±4	9.0	±4.0	
Air Force	99	±1	1	7	92	±4	8.0	±4.0	
Enlisted	97	±2	2	14	84	±4	16.0	±4.0	
E1 – E4	98	±2	2	17	81	±7	19.0	±7.0	
E5 – E9	97	±2	2	12	86	±3	14.0	±3.0	
Officers	99	±1	3	10	87	±5	13.0	±4.0	
O1 – O3	98	±2	3	9	87	±9	13.0	±7.0	
O4 – O6	99	±1	3	9	88	±4	12.0	±4.0	
NHPI	95	±5	4	9	87	±8	13.0	±7.0	
Army	96	±6	NR	10	86	±11	14.0	±11.0	
Navy	90	±16	NR	11	82	±13	18.0	±13.0	
Marine Corps	96	±3	3	9	88	±8	12.0	±8.0	
Air Force	96	±2	1	6	94	±4	6.0	±4.0	
Enlisted	95	±5	4	10	86	±9	14.0	±7.0	
Officers	99	±1	0	2	97	±4	3.0	±4.0	
TWO OR MORE RACES	97	±2	3	16	81	±6	19.0	±6.0	
Army	97	±5	5	23	73	±14	27.0	±13.0	
Navy	97	±3	4	15	81	±8	19.0	±8.0	
Marine Corps	99	±2	2	8	91	±8	9.0	±8.0	
Air Force	98	±3	2	10	88	±7	12.0	±7.0	
Enlisted	97	±3	3	17	80	±7	20.0	±7.0	
E1 – E4	96	±4	1	18	81	±11	19.0	±11.0	
E5 – E9	98	±2	5	15	79	±8	21.0	±8.0	
Officers	98	±2	5	9	86	±9	14.0	±9.0	
O1 – O3	98	±2	3	7	90	±10	10.0	±8.0	
O4 – O6	99	±2	NR	NR	NR		NR		
COAST GUARD	98	±1	1	9	89	±2	11.0	±2.0	
White	98	±2	1	9	90	±3	10.0	±3.0	
Black	97	±2	3	13	85	±3	15.0	±3.0	
Hispanic	96	±4	2	11	87	±4	13.0	±4.0	
Other Race/Ethnicity	99	±1	1	8	91	±3	9.0	±3.0	
Enlisted	97	±2	1	9	90	±2	10.0	±2.0	
Officers	100	±1	1	11	88	±4	12.0	±4.0	
Male	98	±1	1	9	90	±2	10.0	±2.0	
Female	98	±1	2	11	87	±3	13.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	9	90	±2	10.0	±2.0	
Deployed Past 12 Months	96	±3	1	11	88	±5	12.0	±5.0	

NR: Not reportable
















































48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

m. You did not learn until it was too late of opportunities that would help your career.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	14	84	±1	16.0	±1.0	
Army	97	±1	3	16	81	±2	19.0	±2.0	
Navy	98	±1	2	15	82	±2	18.0	±2.0	
Marine Corps	97	±2	2	12	86	±3	14.0	±3.0	
Air Force	98	±1	1	9	90	±2	10.0	±2.0	
Enlisted	97	±1	2	15	83	±2	17.0	±2.0	
E1 – E4	97	±1	3	17	80	±2	20.0	±2.0	
E5 – E9	97	±1	2	13	85	±2	15.0	±2.0	
Officers	99	±1	1	8	91	±2	9.0	±2.0	
O1 – O3	99	±1	1	9	90	±3	10.0	±3.0	
O4 – O6	99	±1	2	7	92	±3	8.0	±3.0	
Male	98	±1	2	14	84	±1	16.0	±1.0	
Female	97	±1	2	15	83	±3	17.0	±3.0	
Not Deployed Past 12 Months	98	±1	2	12	86	±2	14.0	±2.0	
Deployed Past 12 Months	97	±1	3	16	81	±2	19.0	±2.0	
WHITE	98	±1	1	12	86	±2	14.0	±2.0	
Army	98	±1	2	14	84	±3	16.0	±3.0	
Navy	98	±1	2	14	84	±3	16.0	±3.0	
Marine Corps	98	±2	1	12	87	±4	13.0	±4.0	
Air Force	99	±1	0	8	92	±2	8.0	±2.0	
Enlisted	98	±1	2	13	85	±2	15.0	±2.0	
E1 – E4	98	±1	2	16	82	±3	18.0	±3.0	
E5 – E9	98	±1	1	11	88	±2	12.0	±2.0	
Officers	99	±1	1	7	92	±2	8.0	±2.0	
O1 – O3	99	±1	1	8	92	±4	8.0	±4.0	
O4 – O6	99	±1	1	6	93	±3	7.0	±3.0	
BLACK	97	±1	4	15	80	±3	20.0	±3.0	
Army	97	±2	5	17	77	±4	23.0	±4.0	
Navy	98	±2	4	16	80	±4	20.0	±4.0	
Marine Corps	96	±2	4	14	81	±5	19.0	±5.0	
Air Force	97	±2	4	9	87	±3	13.0	±3.0	
Enlisted	97	±1	4	16	80	±3	20.0	±3.0	
E1 – E4	97	±2	6	17	77	±5	23.0	±5.0	
E5 – E9	97	±2	3	15	82	±3	18.0	±3.0	
Officers	98	±1	4	8	88	±3	12.0	±3.0	
O1 – O3	97	±2	3	9	88	±4	12.0	±4.0	
O4 – O6	98	±2	6	7	87	±3	13.0	±3.0	
HISPANIC	96	±2	4	16	80	±3	20.0	±3.0	
Army	95	±3	5	19	76	±4	24.0	±4.0	
Navy	96	±2	3	20	77	±5	23.0	±5.0	
Marine Corps	95	±3	4	9	87	±4	13.0	±4.0	
Air Force	97	±2	1	14	85	±5	15.0	±5.0	
Enlisted	96	±2	4	17	79	±3	21.0	±3.0	
E1 – E4	95	±2	4	20	76	±5	24.0	±5.0	
E5 – E9	96	±2	4	15	82	±3	18.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48m. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	1	9	90	±4	10.0	±4.0	
O1 – O3	98	±1	1	10	89	±7	11.0	±7.0	
O4 – O6	98	±2	2	9	90	±3	10.0	±3.0	
AIAN	97	±3	1	25	74	±11	26.0	±11.0	
Army	95	±6	1	28	71	±16	29.0	±15.0	
Navy	99	±2	2	26	72	±15	28.0	±15.0	
Marine Corps	96	±3	2	NR	NR	±7	NR		
Air Force	99	±1	0	7	92	±5	8.0	±5.0	
Enlisted	96	±4	2	26	73	±12	27.0	±12.0	
E1 – E4	94	±7	2	NR	NR	±3	NR		
E5 – E9	99	±1	1	21	78	±12	22.0	±11.0	
Officers	99	±1	1	NR	NR	±1	NR		
O1 – O3	99	±2	0	NR	NR	±2	NR		
O4 – O6	100	±1	1	4	95	±8	5.0	±8.0	
ASIAN	97	±1	3	14	84	±3	16.0	±3.0	
Army	97	±2	4	19	77	±6	23.0	±6.0	
Navy	97	±2	2	14	84	±3	16.0	±3.0	
Marine Corps	98	±1	2	10	88	±5	12.0	±5.0	
Air Force	99	±1	1	9	90	±4	10.0	±4.0	
Enlisted	97	±1	2	15	83	±3	17.0	±3.0	
E1 – E4	98	±2	2	15	83	±4	17.0	±4.0	
E5 – E9	97	±2	2	15	83	±4	17.0	±4.0	
Officers	99	±1	3	10	87	±6	13.0	±6.0	
O1 – O3	98	±2	3	11	86	±9	14.0	±9.0	
O4 – O6	99	±1	3	7	90	±4	10.0	±4.0	
NHPI	95	±5	2	12	86	±5	14.0	±5.0	
Army	95	±6	1	9	90	±7	10.0	±7.0	
Navy	90	±16	NR	25	68	±14	32.0	±14.0	
Marine Corps	97	±3	3	14	83	±9	17.0	±9.0	
Air Force	96	±2	1	9	90	±4	10.0	±4.0	
Enlisted	95	±5	2	12	86	±6	14.0	±6.0	
Officers	99	±1	0	2	97	±4	3.0	±4.0	
TWO OR MORE RACES	98	±1	3	22	75	±6	25.0	±6.0	
Army	99	±1	3	35	62	±13	38.0	±13.0	
Navy	97	±3	4	19	77	±9	23.0	±9.0	
Marine Corps	98	±2	2	12	87	±12	13.0	±12.0	
Air Force	98	±3	1	12	86	±7	14.0	±7.0	
Enlisted	98	±1	3	23	75	±7	25.0	±7.0	
E1 – E4	98	±2	1	27	72	±11	28.0	±11.0	
E5 – E9	99	±1	5	17	78	±8	22.0	±8.0	
Officers	96	±5	3	20	77	±15	23.0	±15.0	
O1 – O3	95	±6	0	NR	NR	±1	NR		
O4 – O6	99	±2	NR	NR	NR		NR		
COAST GUARD	98	±1	1	9	90	±2	10.0	±2.0	
White	98	±1	1	9	91	±3	9.0	±3.0	
Black	98	±1	2	12	86	±3	14.0	±3.0	
Hispanic	96	±4	2	12	85	±4	15.0	±4.0	
Other Race/Ethnicity	99	±1	1	8	90	±4	10.0	±4.0	
Enlisted	97	±2	1	10	89	±3	11.0	±3.0	
Officers	99	±1	1	6	93	±4	7.0	±4.0	
Male	98	±1	1	9	90	±2	10.0	±2.0	
Female	98	±1	2	8	89	±3	11.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	9	90	±2	10.0	±2.0	
Deployed Past 12 Months	96	±3	1	11	88	±5	12.0	±5.0	

NR: Not reportable














































48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

n. You were unable to get straight answers about your promotion possibilities.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	13	85	±1	15.0	±1.0	
Army	96	±1	4	17	80	±2	20.0	±2.0	
Navy	97	±1	2	15	83	±2	17.0	±2.0	
Marine Corps	97	±2	2	10	88	±3	12.0	±3.0	
Air Force	98	±1	1	7	92	±2	8.0	±2.0	
Enlisted	97	±1	3	14	83	±2	17.0	±2.0	
E1 – E4	96	±1	3	18	79	±2	21.0	±2.0	
E5 – E9	97	±1	2	11	87	±2	13.0	±2.0	
Officers	98	±1	1	6	92	±2	8.0	±2.0	
O1 – O3	98	±1	1	6	93	±3	7.0	±3.0	
O4 – O6	99	±1	1	7	91	±3	9.0	±3.0	
Male	97	±1	2	13	84	±2	16.0	±2.0	
Female	96	±2	2	11	86	±2	14.0	±2.0	
Not Deployed Past 12 Months	97	±1	2	11	87	±2	13.0	±2.0	
Deployed Past 12 Months	96	±1	3	16	81	±2	19.0	±2.0	
WHITE	97	±1	1	12	87	±2	13.0	±2.0	
Army	96	±2	2	16	82	±3	18.0	±3.0	
Navy	97	±2	2	14	85	±3	15.0	±3.0	
Marine Corps	98	±2	1	9	90	±4	10.0	±4.0	
Air Force	98	±1	1	6	93	±2	7.0	±2.0	
Enlisted	97	±1	2	13	85	±2	15.0	±2.0	
E1 – E4	97	±2	2	17	80	±3	20.0	±3.0	
E5 – E9	98	±1	1	10	89	±2	11.0	±2.0	
Officers	99	±1	1	6	93	±2	7.0	±2.0	
O1 – O3	99	±1	1	5	94	±3	6.0	±3.0	
O4 – O6	99	±1	1	7	93	±3	7.0	±3.0	
BLACK	97	±1	5	13	82	±3	18.0	±3.0	
Army	96	±2	6	15	80	±4	20.0	±4.0	
Navy	98	±2	4	15	81	±4	19.0	±4.0	
Marine Corps	96	±2	5	13	82	±4	18.0	±4.0	
Air Force	97	±2	3	6	90	±3	10.0	±3.0	
Enlisted	97	±1	5	13	82	±3	18.0	±3.0	
E1 – E4	97	±2	7	16	77	±5	23.0	±5.0	
E5 – E9	97	±2	3	12	85	±3	15.0	±3.0	
Officers	97	±1	3	8	89	±3	11.0	±3.0	
O1 – O3	96	±2	2	7	91	±3	9.0	±3.0	
O4 – O6	98	±2	6	8	86	±4	14.0	±4.0	
HISPANIC	95	±2	4	15	82	±3	18.0	±3.0	
Army	94	±3	6	17	77	±4	23.0	±4.0	
Navy	95	±3	1	19	80	±5	20.0	±5.0	
Marine Corps	94	±4	3	11	86	±7	14.0	±7.0	
Air Force	98	±2	1	9	90	±4	10.0	±4.0	
Enlisted	95	±2	4	16	81	±3	19.0	±3.0	
E1 – E4	94	±3	4	19	77	±5	23.0	±5.0	
E5 – E9	96	±2	3	13	84	±3	16.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48n. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	94	±4	2	5	93	±2	7.0	±2.0	
O1 – O3	94	±6	1	4	94	±3	6.0	±3.0	
O4 – O6	98	±2	2	6	92	±3	8.0	±3.0	
AIAN	96	±3	6	20	74	±12	26.0	±12.0	
Army	95	±6	NR	23	66	±18	34.0	±17.0	
Navy	98	±3	2	15	83	±8	17.0	±8.0	
Marine Corps	96	±3	2	NR	NR	±8	NR		
Air Force	99	±1	1	7	93	±4	7.0	±4.0	
Enlisted	96	±4	7	19	74	±12	26.0	±12.0	
E1 – E4	93	±7	NR	NR	NR		NR		
E5 – E9	99	±1	2	17	81	±11	19.0	±11.0	
Officers	99	±1	0	NR	NR	±1	NR		
O1 – O3	99	±2	0	6	94	±7	6.0	±7.0	
O4 – O6	99	±1	1	NR	NR	±2	NR		
ASIAN	97	±1	3	12	85	±3	15.0	±3.0	
Army	96	±2	5	18	76	±8	24.0	±8.0	
Navy	96	±2	3	13	85	±3	15.0	±3.0	
Marine Corps	97	±2	2	6	92	±4	8.0	±4.0	
Air Force	98	±1	1	6	92	±4	8.0	±4.0	
Enlisted	96	±2	3	13	84	±4	16.0	±4.0	
E1 – E4	97	±2	3	16	81	±7	19.0	±7.0	
E5 – E9	96	±2	3	12	85	±4	15.0	±4.0	
Officers	98	±1	4	7	89	±6	11.0	±6.0	
O1 – O3	98	±2	3	8	89	±10	11.0	±10.0	
O4 – O6	99	±1	4	4	92	±3	8.0	±3.0	
NHPI	93	±6	4	12	84	±8	16.0	±7.0	
Army	93	±9	NR	11	84	±12	16.0	±12.0	
Navy	90	±16	NR	16	77	±13	23.0	±13.0	
Marine Corps	90	±13	4	19	77	±18	23.0	±16.0	
Air Force	95	±2	1	6	93	±4	7.0	±4.0	
Enlisted	92	±6	4	12	83	±9	17.0	±8.0	
Officers	99	±1	0	2	98	±4	2.0	±4.0	
TWO OR MORE RACES	98	±1	4	19	77	±7	23.0	±7.0	
Army	99	±1	8	30	62	±14	38.0	±13.0	
Navy	96	±4	3	18	79	±9	21.0	±9.0	
Marine Corps	99	±2	1	11	88	±12	12.0	±12.0	
Air Force	99	±1	1	9	90	±7	10.0	±7.0	
Enlisted	98	±2	4	21	75	±7	25.0	±7.0	
E1 – E4	98	±2	4	25	71	±11	29.0	±11.0	
E5 – E9	99	±2	5	16	79	±8	21.0	±8.0	
Officers	98	±2	3	9	88	±12	12.0	±12.0	
O1 – O3	98	±2	0	12	88	±16	12.0	±16.0	
O4 – O6	99	±2	NR	4	NR	±4	NR		
COAST GUARD	98	±1	1	7	91	±2	9.0	±2.0	
White	98	±2	1	7	92	±3	8.0	±3.0	
Black	97	±2	2	8	89	±3	11.0	±3.0	
Hispanic	95	±4	3	10	87	±4	13.0	±4.0	
Other Race/Ethnicity	98	±1	1	8	91	±4	9.0	±4.0	
Enlisted	97	±2	1	7	91	±2	9.0	±2.0	
Officers	99	±1	1	7	92	±3	8.0	±3.0	
Male	98	±1	1	7	92	±2	8.0	±2.0	
Female	98	±1	2	8	89	±3	11.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	7	92	±2	8.0	±2.0	
Deployed Past 12 Months	96	±3	1	8	90	±4	10.0	±4.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

o. You were taken to nonjudicial punishment or court martial when you should not have been.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	3	96	±1	4.0	±1.0	
Army	97	±1	2	3	95	±2	5.0	±2.0	
Navy	98	±1	1	3	96	±1	4.0	±1.0	
Marine Corps	97	±1	2	4	94	±3	6.0	±3.0	
Air Force	98	±1	1	1	98	±1	2.0	±1.0	
Enlisted	98	±1	2	3	95	±1	5.0	±1.0	
E1 – E4	97	±1	2	5	93	±2	7.0	±2.0	
E5 – E9	98	±1	1	2	97	±1	3.0	±1.0	
Officers	99	±1	1	1	99	±1	1.0	±1.0	
O1 – O3	99	±1	0	0	99	±1	1.0	±1.0	
O4 – O6	99	±1	1	1	99	±2	1.0	±2.0	
Male	98	±1	2	3	96	±1	4.0	±1.0	
Female	97	±1	1	2	97	±2	3.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	3	96	±1	4.0	±1.0	
Deployed Past 12 Months	98	±1	2	3	95	±2	5.0	±2.0	
WHITE	98	±1	1	2	97	±1	3.0	±1.0	
Army	98	±1	1	3	96	±2	4.0	±2.0	
Navy	98	±2	1	2	97	±2	3.0	±2.0	
Marine Corps	98	±2	1	5	95	±4	5.0	±4.0	
Air Force	99	±1	0	1	98	±1	2.0	±1.0	
Enlisted	98	±1	1	3	96	±1	4.0	±1.0	
E1 – E4	98	±1	1	4	94	±2	6.0	±2.0	
E5 – E9	98	±1	1	1	98	±1	2.0	±1.0	
Officers	99	±1	0	1	99	±1	1.0	±1.0	
O1 – O3	99	±1	0	0	99	±2	1.0	±2.0	
O4 – O6	99	±1	0	1	99	±2	1.0	±2.0	
BLACK	97	±1	3	4	93	±2	7.0	±2.0	
Army	97	±2	3	4	92	±4	8.0	±4.0	
Navy	98	±2	2	5	93	±3	7.0	±3.0	
Marine Corps	96	±2	4	5	91	±3	9.0	±3.0	
Air Force	97	±2	2	2	96	±2	4.0	±2.0	
Enlisted	97	±1	3	4	93	±2	7.0	±2.0	
E1 – E4	97	±2	5	7	88	±5	12.0	±5.0	
E5 – E9	97	±1	2	3	95	±2	5.0	±2.0	
Officers	98	±1	1	1	98	±2	2.0	±2.0	
O1 – O3	98	±2	1	1	98	±2	2.0	±2.0	
O4 – O6	99	±1	1	1	98	±2	2.0	±2.0	
HISPANIC	96	±2	2	3	94	±2	6.0	±2.0	
Army	95	±3	3	3	94	±3	6.0	±3.0	
Navy	96	±2	0	5	95	±3	5.0	±3.0	
Marine Corps	96	±3	3	4	93	±4	7.0	±4.0	
Air Force	97	±2	1	1	98	±3	2.0	±3.0	
Enlisted	96	±2	2	4	94	±2	6.0	±2.0	
E1 – E4	96	±2	3	5	93	±3	7.0	±3.0	
E5 – E9	96	±2	2	3	95	±2	5.0	±2.0	

Note. Percent responding are active duty members who answered the question.

48o. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	0	0	99	±1	1.0	±1.0	
O1 – O3	99	±1	0	1	99	±1	1.0	±1.0	
O4 – O6	98	±2	1	1	99	±2	1.0	±2.0	
AIAN	97	±3	1	3	96	±2	4.0	±2.0	
Army	95	±6	1	3	96	±3	4.0	±3.0	
Navy	99	±2	1	3	96	±5	4.0	±5.0	
Marine Corps	97	±3	2	3	95	±7	5.0	±6.0	
Air Force	99	±1	0	1	98	±2	2.0	±2.0	
Enlisted	97	±4	1	3	96	±2	4.0	±2.0	
E1 – E4	94	±7	1	5	94	±4	6.0	±4.0	
E5 – E9	99	±1	1	2	97	±3	3.0	±3.0	
Officers	100	±1	0	0	100	±1	0.0	±1.0	
O1 – O3	99	±1	0	0	100	±2	0.0	±2.0	
O4 – O6	100	±1	0	0	100	±0	0.0	±0.0	
ASIAN	98	±1	2	3	95	±2	5.0	±2.0	
Army	98	±2	2	4	94	±3	6.0	±3.0	
Navy	98	±2	2	4	94	±2	6.0	±2.0	
Marine Corps	98	±1	1	2	97	±2	3.0	±2.0	
Air Force	98	±1	0	3	97	±5	3.0	±5.0	
Enlisted	98	±1	2	4	94	±2	6.0	±2.0	
E1 – E4	98	±2	2	4	94	±3	6.0	±3.0	
E5 – E9	98	±2	2	4	95	±3	5.0	±3.0	
Officers	99	±1	0	0	99	±1	1.0	±1.0	
O1 – O3	99	±1	0	1	99	±2	1.0	±2.0	
O4 – O6	99	±1	0	0	99	±1	1.0	±1.0	
NHPI	98	±2	3	6	91	±9	9.0	±8.0	
Army	99	±2	NR	8	88	±13	12.0	±13.0	
Navy	99	±2	1	4	95	±5	5.0	±5.0	
Marine Corps	89	±13	2	5	93	±6	7.0	±6.0	
Air Force	97	±2	1	1	98	±2	2.0	±2.0	
Enlisted	98	±2	3	6	91	±9	9.0	±8.0	
Officers	100	±1	NR	0	100	±2	0.0	±2.0	
TWO OR MORE RACES	99	±1	2	2	96	±3	4.0	±3.0	
Army	99	±1	NR	1	97	±9	3.0	±9.0	
Navy	97	±3	3	4	93	±9	7.0	±9.0	
Marine Corps	99	±2	4	2	95	±10	5.0	±8.0	
Air Force	99	±1	1	1	98	±3	2.0	±2.0	
Enlisted	99	±1	2	2	96	±4	4.0	±4.0	
E1 – E4	98	±2	1	3	96	±5	4.0	±5.0	
E5 – E9	99	±1	3	1	96	±7	4.0	±7.0	
Officers	98	±2	NR	0	97	±10	3.0	±10.0	
O1 – O3	98	±2	0	0	99	±1	1.0	±1.0	
O4 – O6	99	±1	NR	0	NR	±1	NR		
COAST GUARD	98	±1	1	2	97	±2	3.0	±2.0	
White	98	±1	1	2	97	±2	3.0	±2.0	
Black	98	±1	2	2	96	±2	4.0	±2.0	
Hispanic	96	±4	2	3	95	±3	5.0	±3.0	
Other Race/Ethnicity	99	±1	1	2	97	±5	3.0	±4.0	
Enlisted	98	±2	1	3	96	±2	4.0	±2.0	
Officers	100	±1	0	0	99	±2	1.0	±1.0	
Male	98	±1	1	2	97	±2	3.0	±2.0	
Female	98	±1	2	1	97	±4	3.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	2	97	±2	3.0	±2.0	
Deployed Past 12 Months	97	±3	1	4	96	±4	4.0	±4.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

p. You were punished at your job for something that others did without being punished.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	3	9	89	±1	11.0	±1.0	
Army	98	±1	4	11	86	±2	14.0	±2.0	
Navy	98	±1	2	8	89	±2	11.0	±2.0	
Marine Corps	98	±1	3	10	87	±3	13.0	±3.0	
Air Force	99	±1	1	5	94	±2	6.0	±2.0	
Enlisted	98	±1	3	10	87	±1	13.0	±1.0	
E1 – E4	97	±1	4	15	81	±2	19.0	±2.0	
E5 – E9	98	±1	2	6	92	±1	8.0	±1.0	
Officers	99	±1	1	3	96	±2	4.0	±2.0	
O1 – O3	99	±1	1	4	95	±2	5.0	±2.0	
O4 – O6	99	±1	1	2	97	±2	3.0	±2.0	
Male	98	±1	3	9	89	±1	11.0	±1.0	
Female	97	±1	3	9	89	±2	11.0	±2.0	
Not Deployed Past 12 Months	98	±1	2	8	90	±1	10.0	±1.0	
Deployed Past 12 Months	98	±1	3	10	86	±2	14.0	±2.0	
WHITE	98	±1	2	9	90	±2	10.0	±2.0	
Army	98	±1	3	11	86	±3	14.0	±3.0	
Navy	98	±1	1	7	91	±3	9.0	±3.0	
Marine Corps	99	±2	2	10	88	±4	12.0	±4.0	
Air Force	99	±1	1	5	94	±2	6.0	±2.0	
Enlisted	98	±1	2	10	88	±2	12.0	±2.0	
E1 – E4	98	±1	3	15	82	±3	18.0	±3.0	
E5 – E9	99	±1	1	5	94	±2	6.0	±2.0	
Officers	99	±1	0	3	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	4	96	±3	4.0	±3.0	
O4 – O6	100	±1	0	2	98	±2	2.0	±2.0	
BLACK	98	±1	5	7	88	±2	12.0	±2.0	
Army	98	±2	5	8	87	±4	13.0	±4.0	
Navy	98	±2	5	8	87	±4	13.0	±4.0	
Marine Corps	97	±2	5	7	87	±4	13.0	±4.0	
Air Force	98	±2	4	5	91	±3	9.0	±3.0	
Enlisted	98	±1	5	8	87	±3	13.0	±3.0	
E1 – E4	97	±2	8	11	81	±5	19.0	±5.0	
E5 – E9	98	±1	4	6	90	±2	10.0	±2.0	
Officers	98	±1	4	1	95	±2	5.0	±2.0	
O1 – O3	97	±2	4	2	94	±3	6.0	±3.0	
O4 – O6	99	±1	3	1	96	±2	4.0	±2.0	
HISPANIC	96	±2	3	9	88	±2	12.0	±2.0	
Army	95	±3	5	10	85	±4	15.0	±4.0	
Navy	96	±2	1	10	88	±4	12.0	±4.0	
Marine Corps	95	±3	4	7	89	±5	11.0	±5.0	
Air Force	98	±2	2	5	93	±4	7.0	±4.0	
Enlisted	96	±2	4	9	87	±2	13.0	±2.0	
E1 – E4	95	±2	4	12	84	±4	16.0	±4.0	
E5 – E9	96	±2	3	7	90	±3	10.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48p. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	1	3	96	±2	4.0	±2.0	
O1 – O3	99	±1	1	3	97	±2	3.0	±2.0	
O4 – O6	98	±2	1	1	97	±2	3.0	±2.0	
AIAN	97	±3	5	18	76	±11	24.0	±11.0	
Army	95	±6	8	15	76	±16	24.0	±15.0	
Navy	99	±2	3	25	72	±18	28.0	±17.0	
Marine Corps	97	±3	3	NR	NR	±6	NR		
Air Force	99	±1	1	4	95	±4	5.0	±4.0	
Enlisted	97	±4	6	20	74	±13	26.0	±12.0	
E1 – E4	94	±7	6	NR	NR	±8	NR		
E5 – E9	99	±1	6	12	83	±11	17.0	±11.0	
Officers	100	±1	0	NR	NR	±1	NR		
O1 – O3	99	±1	0	NR	NR	±1	NR		
O4 – O6	100	±1	0	1	99	±2	1.0	±2.0	
ASIAN	98	±1	3	8	89	±3	11.0	±3.0	
Army	98	±2	5	12	83	±8	17.0	±8.0	
Navy	98	±2	3	7	90	±3	10.0	±3.0	
Marine Corps	97	±2	2	8	90	±5	10.0	±5.0	
Air Force	99	±1	1	5	94	±4	6.0	±4.0	
Enlisted	98	±1	3	9	88	±3	12.0	±3.0	
E1 – E4	98	±2	4	13	83	±7	17.0	±7.0	
E5 – E9	98	±2	3	6	91	±3	9.0	±3.0	
Officers	99	±1	3	2	95	±7	5.0	±6.0	
O1 – O3	99	±1	NR	2	94	±10	6.0	±10.0	
O4 – O6	99	±1	1	1	98	±2	2.0	±2.0	
NHPI	98	±2	5	9	86	±8	14.0	±8.0	
Army	98	±2	NR	11	85	±12	15.0	±12.0	
Navy	99	±2	NR	7	84	±14	16.0	±14.0	
Marine Corps	90	±13	4	9	87	±8	13.0	±8.0	
Air Force	97	±2	1	5	94	±3	6.0	±3.0	
Enlisted	97	±2	5	10	86	±8	14.0	±8.0	
Officers	99	±2	0	1	99	±3	1.0	±3.0	
TWO OR MORE RACES	99	±1	4	14	82	±7	18.0	±7.0	
Army	99	±1	5	21	74	±14	26.0	±14.0	
Navy	97	±3	4	13	83	±9	17.0	±9.0	
Marine Corps	99	±2	5	NR	NR	±9	NR		
Air Force	99	±1	2	5	93	±5	7.0	±5.0	
Enlisted	99	±1	4	16	80	±7	20.0	±7.0	
E1 – E4	98	±2	4	24	72	±12	28.0	±12.0	
E5 – E9	99	±1	4	6	89	±7	11.0	±7.0	
Officers	98	±2	3	5	91	±11	9.0	±11.0	
O1 – O3	98	±2	1	7	92	±14	8.0	±14.0	
O4 – O6	99	±1	NR	2	NR	±3	NR		
COAST GUARD	98	±1	1	5	93	±2	7.0	±2.0	
White	99	±1	1	5	94	±2	6.0	±2.0	
Black	98	±1	4	6	90	±3	10.0	±3.0	
Hispanic	96	±4	3	7	89	±3	11.0	±3.0	
Other Race/Ethnicity	99	±1	1	8	91	±4	9.0	±4.0	
Enlisted	98	±1	1	6	92	±2	8.0	±2.0	
Officers	100	±1	1	1	98	±2	2.0	±2.0	
Male	98	±1	1	5	94	±2	6.0	±2.0	
Female	99	±1	3	8	89	±3	11.0	±3.0	
Not Deployed Past 12 Months	99	±1	1	5	94	±2	6.0	±2.0	
Deployed Past 12 Months	97	±2	1	8	91	±5	9.0	±5.0	

NR: Not reportable



48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

q. You were excluded by your peers from social activities.






















































1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	7	91	±1	9.0	±1.0	
Army	97	±1	3	8	89	±2	11.0	±2.0	
Navy	98	±1	3	7	90	±2	10.0	±2.0	
Marine Corps	97	±2	2	7	91	±3	9.0	±3.0	
Air Force	98	±1	1	4	95	±1	5.0	±1.0	
Enlisted	97	±1	3	7	90	±1	10.0	±1.0	
E1 – E4	97	±1	3	9	88	±2	12.0	±2.0	
E5 – E9	98	±1	2	5	93	±1	7.0	±1.0	
Officers	99	±1	1	5	94	±2	6.0	±2.0	
O1 – O3	99	±1	1	6	93	±3	7.0	±3.0	
O4 – O6	99	±1	1	3	96	±2	4.0	±2.0	
Male	98	±1	2	7	91	±1	9.0	±1.0	
Female	97	±1	3	8	89	±2	11.0	±2.0	
Not Deployed Past 12 Months	98	±1	2	6	92	±1	8.0	±1.0	
Deployed Past 12 Months	97	±1	3	8	89	±2	11.0	±2.0	
WHITE	98	±1	2	7	91	±2	9.0	±2.0	
Army	98	±1	2	8	90	±3	10.0	±3.0	
Navy	98	±1	2	8	90	±3	10.0	±3.0	
Marine Corps	98	±2	1	8	91	±4	9.0	±4.0	
Air Force	99	±1	1	4	95	±2	5.0	±2.0	
Enlisted	98	±1	2	8	91	±2	9.0	±2.0	
E1 – E4	98	±1	2	10	88	±3	12.0	±3.0	
E5 – E9	98	±1	1	5	93	±2	7.0	±2.0	
Officers	99	±1	0	5	95	±2	5.0	±2.0	
O1 – O3	99	±1	1	6	94	±3	6.0	±3.0	
O4 – O6	99	±1	0	3	97	±2	3.0	±2.0	
BLACK	97	±1	4	6	90	±2	10.0	±2.0	
Army	96	±2	5	7	89	±4	11.0	±4.0	
Navy	97	±2	3	6	91	±3	9.0	±3.0	
Marine Corps	96	±2	5	7	88	±5	12.0	±5.0	
Air Force	97	±2	3	4	93	±3	7.0	±3.0	
Enlisted	97	±1	4	6	90	±2	10.0	±2.0	
E1 – E4	96	±2	6	8	86	±5	14.0	±5.0	
E5 – E9	97	±2	3	5	92	±2	8.0	±2.0	
Officers	98	±1	4	5	91	±3	9.0	±3.0	
O1 – O3	97	±2	5	6	89	±5	11.0	±5.0	
O4 – O6	98	±2	5	4	91	±3	9.0	±3.0	
HISPANIC	95	±2	3	6	91	±2	9.0	±2.0	
Army	95	±3	4	6	89	±4	11.0	±4.0	
Navy	96	±2	2	7	91	±4	9.0	±4.0	
Marine Corps	94	±4	3	4	93	±4	7.0	±3.0	
Air Force	97	±2	1	4	95	±3	5.0	±3.0	
Enlisted	95	±2	3	6	91	±2	9.0	±2.0	
E1 – E4	95	±3	3	7	90	±3	10.0	±3.0	
E5 – E9	96	±2	3	5	92	±3	8.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48q. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	1	3	95	±2	5.0	±2.0	
O1 – O3	99	±1	2	3	95	±2	5.0	±2.0	
O4 – O6	98	±2	1	2	97	±2	3.0	±2.0	
AIAN	97	±3	4	9	86	±8	14.0	±8.0	
Army	95	±6	8	NR	81	±16	19.0	±16.0	
Navy	99	±2	2	13	85	±14	15.0	±13.0	
Marine Corps	96	±3	3	6	92	±7	8.0	±7.0	
Air Force	99	±1	1	4	95	±4	5.0	±4.0	
Enlisted	97	±4	5	11	84	±9	16.0	±9.0	
E1 – E4	94	±7	6	NR	81	±16	19.0	±16.0	
E5 – E9	99	±1	5	8	87	±11	13.0	±10.0	
Officers	100	±1	0	2	98	±2	2.0	±2.0	
O1 – O3	99	±1	0	3	97	±4	3.0	±4.0	
O4 – O6	100	±1	0	1	99	±2	1.0	±2.0	
ASIAN	98	±1	3	7	90	±3	10.0	±3.0	
Army	98	±2	4	12	84	±9	16.0	±8.0	
Navy	97	±2	2	5	92	±3	8.0	±3.0	
Marine Corps	98	±1	3	5	93	±4	7.0	±4.0	
Air Force	99	±1	1	5	94	±4	6.0	±4.0	
Enlisted	98	±1	2	8	89	±4	11.0	±4.0	
E1 – E4	98	±2	3	10	87	±7	13.0	±7.0	
E5 – E9	98	±2	2	7	91	±3	9.0	±3.0	
Officers	99	±1	4	2	94	±7	6.0	±6.0	
O1 – O3	99	±1	5	2	93	±11	7.0	±9.0	
O4 – O6	99	±1	2	2	96	±2	4.0	±2.0	
NHPI	98	±2	5	6	89	±8	11.0	±8.0	
Army	99	±2	NR	8	87	±13	13.0	±13.0	
Navy	99	±1	NR	4	88	±14	12.0	±14.0	
Marine Corps	90	±13	3	3	94	±6	6.0	±6.0	
Air Force	97	±2	1	2	97	±2	3.0	±2.0	
Enlisted	98	±2	5	7	89	±8	11.0	±8.0	
Officers	96	±7	NR	2	98	±5	2.0	±5.0	
TWO OR MORE RACES	97	±2	4	9	87	±5	13.0	±5.0	
Army	99	±1	6	12	82	±12	18.0	±12.0	
Navy	96	±4	4	11	85	±9	15.0	±9.0	
Marine Corps	99	±2	5	5	90	±13	10.0	±12.0	
Air Force	96	±7	2	4	93	±6	7.0	±6.0	
Enlisted	97	±3	5	9	86	±6	14.0	±6.0	
E1 – E4	96	±5	4	11	85	±10	15.0	±10.0	
E5 – E9	99	±2	6	7	88	±7	12.0	±7.0	
Officers	98	±2	3	9	87	±13	13.0	±13.0	
O1 – O3	98	±2	1	NR	87	±17	13.0	±17.0	
O4 – O6	99	±2	NR	2	NR	±4	NR		
COAST GUARD	98	±1	1	5	94	±2	6.0	±2.0	
White	98	±1	1	4	95	±2	5.0	±2.0	
Black	97	±2	4	6	90	±3	10.0	±3.0	
Hispanic	96	±4	3	5	92	±3	8.0	±3.0	
Other Race/Ethnicity	98	±1	2	5	93	±2	7.0	±2.0	
Enlisted	97	±2	1	5	94	±2	6.0	±2.0	
Officers	99	±1	1	4	95	±2	5.0	±2.0	
Male	98	±1	1	4	95	±2	5.0	±2.0	
Female	98	±1	3	9	88	±3	12.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	4	95	±2	5.0	±2.0	
Deployed Past 12 Months	97	±3	2	6	92	±4	8.0	±4.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

r. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	3	95	±1	5.0	±1.0	
Army	98	±1	3	3	94	±2	6.0	±2.0	
Navy	98	±1	2	3	95	±2	5.0	±2.0	
Marine Corps	98	±1	2	4	94	±2	6.0	±2.0	
Air Force	99	±1	1	2	97	±1	3.0	±1.0	
Enlisted	98	±1	2	3	94	±1	6.0	±1.0	
E1 – E4	97	±1	2	4	93	±2	7.0	±2.0	
E5 – E9	98	±1	2	3	95	±1	5.0	±1.0	
Officers	99	±1	1	1	98	±1	2.0	±1.0	
O1 – O3	99	±1	1	1	98	±2	2.0	±2.0	
O4 – O6	99	±1	1	1	98	±2	2.0	±2.0	
Male	98	±1	2	3	95	±1	5.0	±1.0	
Female	97	±1	2	2	96	±2	4.0	±2.0	
Not Deployed Past 12 Months	98	±1	2	3	95	±1	5.0	±1.0	
Deployed Past 12 Months	98	±1	2	3	94	±2	6.0	±2.0	
WHITE	98	±1	2	3	96	±1	4.0	±1.0	
Army	98	±1	3	3	95	±2	5.0	±2.0	
Navy	98	±1	1	3	96	±2	4.0	±2.0	
Marine Corps	99	±2	1	4	95	±3	5.0	±3.0	
Air Force	99	±1	1	2	98	±2	2.0	±2.0	
Enlisted	98	±1	2	3	95	±1	5.0	±1.0	
E1 – E4	98	±1	2	4	94	±2	6.0	±2.0	
E5 – E9	99	±1	2	2	96	±2	4.0	±2.0	
Officers	99	±1	1	1	99	±1	1.0	±1.0	
O1 – O3	99	±1	1	1	98	±2	2.0	±2.0	
O4 – O6	99	±1	1	1	99	±2	1.0	±2.0	
BLACK	97	±1	3	3	94	±2	6.0	±2.0	
Army	97	±2	3	3	94	±3	6.0	±3.0	
Navy	98	±2	3	4	93	±3	7.0	±3.0	
Marine Corps	97	±2	3	5	92	±3	8.0	±3.0	
Air Force	98	±2	2	2	96	±2	4.0	±2.0	
Enlisted	97	±1	3	3	94	±2	6.0	±2.0	
E1 – E4	97	±2	4	4	92	±4	8.0	±4.0	
E5 – E9	98	±1	2	3	95	±2	5.0	±2.0	
Officers	98	±1	2	2	96	±4	4.0	±3.0	
O1 – O3	97	±2	2	1	97	±3	3.0	±3.0	
O4 – O6	99	±1	3	1	96	±2	4.0	±2.0	
HISPANIC	96	±2	3	4	93	±2	7.0	±2.0	
Army	95	±3	4	4	92	±3	8.0	±3.0	
Navy	95	±2	2	5	93	±4	7.0	±4.0	
Marine Corps	96	±3	3	4	93	±4	7.0	±4.0	
Air Force	97	±2	1	2	97	±3	3.0	±3.0	
Enlisted	96	±2	3	4	93	±2	7.0	±2.0	
E1 – E4	95	±3	2	5	93	±3	7.0	±3.0	
E5 – E9	96	±2	3	3	94	±2	6.0	±2.0	

Note. Percent responding are active duty members who answered the question.

48r. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	2	2	96	±5	4.0	±5.0	
O1 – O3	98	±2	1	1	98	±2	2.0	±2.0	
O4 – O6	99	±2	1	4	96	±10	4.0	±9.0	
AIAN	97	±3	6	3	92	±10	8.0	±9.0	
Army	96	±6	NR	3	NR	±3	NR		
Navy	99	±2	1	3	95	±5	5.0	±5.0	
Marine Corps	97	±3	2	4	95	±7	5.0	±6.0	
Air Force	99	±1	1	2	97	±3	3.0	±3.0	
Enlisted	97	±4	6	3	90	±12	10.0	±10.0	
E1 – E4	94	±7	NR	5	NR	±4	NR		
E5 – E9	99	±1	4	2	94	±11	6.0	±9.0	
Officers	99	±1	0	0	99	±1	1.0	±1.0	
O1 – O3	99	±1	0	1	99	±3	1.0	±3.0	
O4 – O6	100	±1	1	0	99	±2	1.0	±2.0	
ASIAN	98	±1	3	4	94	±2	6.0	±2.0	
Army	98	±2	4	4	91	±4	9.0	±4.0	
Navy	98	±2	2	4	94	±3	6.0	±3.0	
Marine Corps	98	±1	1	2	96	±2	4.0	±2.0	
Air Force	99	±1	1	3	96	±5	4.0	±5.0	
Enlisted	98	±1	3	4	93	±2	7.0	±2.0	
E1 – E4	98	±2	2	5	93	±3	7.0	±3.0	
E5 – E9	98	±2	3	4	93	±3	7.0	±3.0	
Officers	99	±1	3	1	96	±6	4.0	±5.0	
O1 – O3	99	±1	3	1	95	±10	5.0	±8.0	
O4 – O6	99	±1	2	0	98	±2	2.0	±2.0	
NHPI	98	±2	2	6	92	±6	8.0	±6.0	
Army	99	±2	2	7	92	±10	8.0	±10.0	
Navy	99	±2	4	4	93	±7	7.0	±7.0	
Marine Corps	90	±13	4	5	92	±6	8.0	±6.0	
Air Force	96	±2	2	5	94	±4	6.0	±4.0	
Enlisted	98	±2	2	6	92	±6	8.0	±6.0	
Officers	100	±1	NR	2	98	±3	2.0	±3.0	
TWO OR MORE RACES	98	±1	4	4	93	±5	7.0	±5.0	
Army	99	±1	4	5	91	±13	9.0	±12.0	
Navy	96	±4	3	5	91	±9	9.0	±9.0	
Marine Corps	99	±2	NR	2	94	±11	6.0	±11.0	
Air Force	99	±1	4	1	95	±7	5.0	±7.0	
Enlisted	98	±2	4	4	93	±5	7.0	±5.0	
E1 – E4	98	±2	1	5	94	±9	6.0	±9.0	
E5 – E9	99	±2	6	2	92	±7	8.0	±7.0	
Officers	98	±2	NR	NR	91	±15	9.0	±15.0	
O1 – O3	98	±2	0	NR	NR	±1	NR		
O4 – O6	99	±1	NR	1	NR	±1	NR		
COAST GUARD	98	±1	1	2	97	±2	3.0	±2.0	
White	98	±1	1	2	97	±2	3.0	±2.0	
Black	98	±1	2	2	96	±2	4.0	±2.0	
Hispanic	96	±4	2	3	95	±3	5.0	±3.0	
Other Race/Ethnicity	99	±1	1	2	97	±2	3.0	±2.0	
Enlisted	98	±1	1	3	96	±2	4.0	±2.0	
Officers	100	±1	1	0	98	±2	2.0	±2.0	
Male	98	±1	1	2	97	±2	3.0	±2.0	
Female	99	±1	2	1	97	±3	3.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	2	97	±2	3.0	±2.0	
Deployed Past 12 Months	97	±2	1	3	97	±3	3.0	±3.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

s. You received poorer treatment than you deserved from a military health care provider.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	2	7	92	±1	8.0	±1.0	
Army	97	±1	2	9	89	±2	11.0	±2.0	
Navy	98	±1	1	7	92	±2	8.0	±2.0	
Marine Corps	97	±2	1	8	91	±3	9.0	±3.0	
Air Force	99	±1	1	4	96	±1	4.0	±1.0	
Enlisted	98	±1	2	8	91	±1	9.0	±1.0	
E1 – E4	97	±1	2	9	88	±2	12.0	±2.0	
E5 – E9	98	±1	1	6	93	±1	7.0	±1.0	
Officers	99	±1	1	3	96	±2	4.0	±2.0	
O1 – O3	99	±1	1	4	96	±2	4.0	±2.0	
O4 – O6	99	±1	1	2	97	±2	3.0	±2.0	
Male	98	±1	2	7	92	±1	8.0	±1.0	
Female	97	±1	1	7	91	±2	9.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	7	92	±1	8.0	±1.0	
Deployed Past 12 Months	98	±1	2	7	91	±2	9.0	±2.0	
WHITE	98	±1	1	7	92	±2	8.0	±2.0	
Army	98	±1	2	9	89	±3	11.0	±3.0	
Navy	98	±1	1	6	93	±2	7.0	±2.0	
Marine Corps	98	±2	1	9	90	±4	10.0	±4.0	
Air Force	99	±1	0	3	96	±2	4.0	±2.0	
Enlisted	98	±1	1	8	91	±2	9.0	±2.0	
E1 – E4	98	±1	2	10	88	±3	12.0	±3.0	
E5 – E9	98	±1	1	6	93	±2	7.0	±2.0	
Officers	99	±1	0	3	96	±2	4.0	±2.0	
O1 – O3	99	±1	0	4	96	±3	4.0	±3.0	
O4 – O6	99	±1	0	3	97	±2	3.0	±2.0	
BLACK	97	±1	3	6	91	±2	9.0	±2.0	
Army	97	±2	3	8	89	±4	11.0	±4.0	
Navy	98	±2	3	6	91	±3	9.0	±3.0	
Marine Corps	96	±2	3	7	90	±3	10.0	±3.0	
Air Force	98	±2	2	3	95	±2	5.0	±2.0	
Enlisted	97	±1	3	7	90	±2	10.0	±2.0	
E1 – E4	97	±2	5	8	88	±5	12.0	±5.0	
E5 – E9	97	±1	2	6	92	±2	8.0	±2.0	
Officers	98	±1	2	3	95	±3	5.0	±3.0	
O1 – O3	97	±2	2	2	96	±3	4.0	±3.0	
O4 – O6	99	±1	3	1	96	±2	4.0	±2.0	
HISPANIC	96	±2	2	7	91	±2	9.0	±2.0	
Army	95	±3	3	9	88	±4	12.0	±4.0	
Navy	96	±2	1	7	91	±4	9.0	±4.0	
Marine Corps	95	±3	3	6	91	±5	9.0	±5.0	
Air Force	98	±2	1	5	95	±4	5.0	±4.0	
Enlisted	96	±2	2	7	90	±2	10.0	±2.0	
E1 – E4	95	±2	3	9	88	±4	12.0	±4.0	
E5 – E9	96	±2	2	6	92	±2	8.0	±2.0	

Note. Percent responding are active duty members who answered the question.

48s. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	1	4	95	±5	5.0	±5.0	
O1 – O3	99	±1	1	3	96	±2	4.0	±2.0	
O4 – O6	98	±2	1	2	97	±2	3.0	±2.0	
AIAN	97	±3	NR	8	88	±8	12.0	±8.0	
Army	95	±6	NR	8	84	±17	16.0	±17.0	
Navy	99	±2	0	13	87	±15	13.0	±15.0	
Marine Corps	97	±3	2	4	94	±8	6.0	±7.0	
Air Force	99	±1	0	4	96	±3	4.0	±3.0	
Enlisted	97	±4	NR	9	87	±9	13.0	±9.0	
E1 – E4	94	±7	NR	7	85	±17	15.0	±17.0	
E5 – E9	99	±1	0	11	89	±11	11.0	±11.0	
Officers	100	±1	0	1	98	±2	2.0	±2.0	
O1 – O3	99	±1	0	2	98	±3	2.0	±3.0	
O4 – O6	100	±1	1	1	98	±4	2.0	±4.0	
ASIAN	98	±1	2	6	92	±2	8.0	±2.0	
Army	98	±2	3	7	90	±4	10.0	±4.0	
Navy	98	±2	2	5	92	±3	8.0	±3.0	
Marine Corps	98	±2	1	4	95	±4	5.0	±4.0	
Air Force	99	±1	1	6	93	±7	7.0	±6.0	
Enlisted	98	±1	2	7	91	±2	9.0	±2.0	
E1 – E4	98	±2	2	8	90	±4	10.0	±4.0	
E5 – E9	98	±2	2	6	92	±3	8.0	±3.0	
Officers	99	±1	2	2	96	±6	4.0	±5.0	
O1 – O3	98	±2	3	2	95	±10	5.0	±8.0	
O4 – O6	99	±1	0	1	99	±2	1.0	±2.0	
NHPI	98	±2	1	6	92	±5	8.0	±5.0	
Army	99	±2	1	7	92	±10	8.0	±10.0	
Navy	98	±2	2	9	89	±8	11.0	±8.0	
Marine Corps	89	±13	2	5	93	±6	7.0	±6.0	
Air Force	97	±2	1	4	95	±3	5.0	±3.0	
Enlisted	98	±2	1	7	92	±6	8.0	±6.0	
Officers	100	±1	NR	1	99	±3	1.0	±3.0	
TWO OR MORE RACES	98	±1	3	9	88	±5	12.0	±5.0	
Army	99	±1	4	11	85	±12	15.0	±12.0	
Navy	96	±4	3	13	84	±10	16.0	±10.0	
Marine Corps	99	±2	1	2	97	±3	3.0	±3.0	
Air Force	99	±1	1	6	93	±8	7.0	±7.0	
Enlisted	98	±2	3	10	87	±6	13.0	±6.0	
E1 – E4	98	±2	2	11	86	±10	14.0	±10.0	
E5 – E9	99	±2	3	9	88	±7	12.0	±7.0	
Officers	98	±2	NR	4	94	±11	6.0	±11.0	
O1 – O3	98	±2	0	NR	NR	±1	NR		
O4 – O6	99	±1	NR	2	NR	±2	NR		
COAST GUARD	98	±1	1	4	95	±2	5.0	±2.0	
White	99	±1	1	4	95	±2	5.0	±2.0	
Black	98	±1	1	4	95	±2	5.0	±2.0	
Hispanic	96	±4	2	3	94	±3	6.0	±3.0	
Other Race/Ethnicity	99	±1	1	4	95	±2	5.0	±2.0	
Enlisted	98	±1	1	4	95	±2	5.0	±2.0	
Officers	100	±1	1	4	96	±2	4.0	±2.0	
Male	98	±1	1	4	95	±2	5.0	±2.0	
Female	98	±1	2	5	94	±4	6.0	±3.0	
Not Deployed Past 12 Months	99	±1	1	4	95	±2	5.0	±2.0	
Deployed Past 12 Months	97	±2	0	5	95	±3	5.0	±3.0	

NR: Not reportable

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

t. You were harassed by armed forces police.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	1	3	95	±1	5.0	±1.0	
Army	98	±1	2	3	95	±2	5.0	±2.0	
Navy	98	±1	2	4	94	±2	6.0	±2.0	
Marine Corps	98	±1	2	4	94	±2	6.0	±2.0	
Air Force	99	±1	1	2	98	±1	2.0	±1.0	
Enlisted	98	±1	2	4	95	±1	5.0	±1.0	
E1 – E4	97	±1	2	5	93	±2	7.0	±2.0	
E5 – E9	98	±1	1	2	96	±1	4.0	±1.0	
Officers	99	±1	0	1	98	±1	2.0	±1.0	
O1 – O3	99	±1	1	1	98	±2	2.0	±2.0	
O4 – O6	99	±1	0	2	98	±2	2.0	±2.0	
Male	98	±1	2	3	95	±1	5.0	±1.0	
Female	97	±1	1	2	97	±2	3.0	±2.0	
Not Deployed Past 12 Months	98	±1	1	3	96	±1	4.0	±1.0	
Deployed Past 12 Months	98	±1	2	4	95	±2	5.0	±2.0	
WHITE	98	±1	1	3	96	±1	4.0	±1.0	
Army	98	±1	1	3	96	±2	4.0	±2.0	
Navy	98	±1	1	4	94	±2	6.0	±2.0	
Marine Corps	99	±2	1	4	95	±3	5.0	±3.0	
Air Force	99	±1	0	2	98	±1	2.0	±1.0	
Enlisted	98	±1	1	4	95	±1	5.0	±1.0	
E1 – E4	98	±1	1	5	93	±2	7.0	±2.0	
E5 – E9	99	±1	1	2	97	±1	3.0	±1.0	
Officers	99	±1	0	1	99	±1	1.0	±1.0	
O1 – O3	99	±1	0	1	98	±2	2.0	±2.0	
O4 – O6	99	±1	0	1	99	±2	1.0	±2.0	
BLACK	98	±1	3	3	94	±2	6.0	±2.0	
Army	98	±2	4	3	94	±3	6.0	±3.0	
Navy	98	±2	3	4	93	±3	7.0	±3.0	
Marine Corps	96	±2	4	5	91	±3	9.0	±3.0	
Air Force	97	±2	2	2	97	±2	3.0	±2.0	
Enlisted	98	±1	4	3	93	±2	7.0	±2.0	
E1 – E4	97	±2	6	4	90	±4	10.0	±4.0	
E5 – E9	98	±1	2	3	95	±2	5.0	±2.0	
Officers	98	±1	1	1	98	±2	2.0	±2.0	
O1 – O3	97	±2	2	1	98	±2	2.0	±2.0	
O4 – O6	98	±1	1	1	99	±2	1.0	±2.0	
HISPANIC	96	±2	2	3	95	±2	5.0	±2.0	
Army	95	±3	2	3	95	±3	5.0	±3.0	
Navy	96	±2	1	4	95	±3	5.0	±3.0	
Marine Corps	96	±3	3	6	91	±6	9.0	±6.0	
Air Force	98	±2	1	1	98	±3	2.0	±3.0	
Enlisted	96	±2	2	4	94	±2	6.0	±2.0	
E1 – E4	95	±2	2	5	93	±3	7.0	±3.0	
E5 – E9	96	±2	2	3	96	±2	4.0	±2.0	

Note. Percent responding are active duty members who answered the question.

48t. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	0	1	98	±1	2.0	±1.0	
O1 – O3	99	±1	1	2	98	±2	2.0	±2.0	
O4 – O6	98	±2	0	1	99	±2	1.0	±2.0	
AIAN	97	±3	2	7	91	±11	9.0	±10.0	
Army	96	±6	2	NR	NR	±2	NR		
Navy	98	±2	2	NR	NR	±6	NR		
Marine Corps	97	±3	3	2	96	±6	4.0	±6.0	
Air Force	99	±1	0	2	98	±2	2.0	±2.0	
Enlisted	96	±4	2	4	94	±5	6.0	±5.0	
E1 – E4	94	±7	3	3	94	±4	6.0	±4.0	
E5 – E9	99	±1	2	5	94	±10	6.0	±9.0	
Officers	100	±1	0	NR	NR	±1	NR		
O1 – O3	99	±1	0	1	99	±3	1.0	±3.0	
O4 – O6	100	±1	0	NR	NR	±0	NR		
ASIAN	98	±1	2	3	95	±2	5.0	±2.0	
Army	98	±2	3	4	93	±4	7.0	±4.0	
Navy	98	±2	2	3	95	±2	5.0	±2.0	
Marine Corps	98	±2	2	2	97	±2	3.0	±2.0	
Air Force	99	±1	1	2	97	±6	3.0	±5.0	
Enlisted	98	±1	2	4	94	±2	6.0	±2.0	
E1 – E4	98	±1	2	4	94	±3	6.0	±3.0	
E5 – E9	98	±2	2	4	94	±3	6.0	±3.0	
Officers	99	±1	2	1	97	±6	3.0	±6.0	
O1 – O3	99	±1	3	1	96	±10	4.0	±9.0	
O4 – O6	99	±1	1	0	99	±2	1.0	±2.0	
NHPI	98	±2	2	4	95	±6	5.0	±6.0	
Army	99	±2	2	5	93	±10	7.0	±10.0	
Navy	99	±1	1	3	96	±5	4.0	±5.0	
Marine Corps	89	±13	3	2	95	±5	5.0	±5.0	
Air Force	97	±2	1	1	98	±2	2.0	±2.0	
Enlisted	98	±2	2	4	94	±6	6.0	±6.0	
Officers	99	±2	NR	0	100	±2	0.0	±2.0	
TWO OR MORE RACES	98	±2	3	2	95	±4	5.0	±4.0	
Army	98	±3	5	0	94	±9	6.0	±9.0	
Navy	96	±4	3	4	92	±9	8.0	±8.0	
Marine Corps	99	±2	1	3	96	±5	4.0	±5.0	
Air Force	99	±1	1	2	98	±5	2.0	±4.0	
Enlisted	98	±2	3	2	94	±4	6.0	±4.0	
E1 – E4	98	±2	3	3	94	±6	6.0	±6.0	
E5 – E9	98	±3	4	2	94	±7	6.0	±7.0	
Officers	98	±2	NR	0	NR	±1	NR		
O1 – O3	98	±2	0	0	100	±1	0.0	±1.0	
O4 – O6	99	±2	NR	0	NR	±1	NR		
COAST GUARD	98	±1	1	2	97	±2	3.0	±2.0	
White	98	±1	1	2	98	±2	2.0	±2.0	
Black	98	±1	2	3	95	±2	5.0	±2.0	
Hispanic	96	±4	2	2	96	±3	4.0	±3.0	
Other Race/Ethnicity	99	±1	1	2	98	±2	2.0	±2.0	
Enlisted	98	±2	1	2	97	±2	3.0	±2.0	
Officers	100	±1	1	1	99	±2	1.0	±2.0	
Male	98	±1	1	2	97	±2	3.0	±2.0	
Female	98	±1	2	1	97	±4	3.0	±3.0	
Not Deployed Past 12 Months	98	±1	1	1	98	±2	2.0	±2.0	
Deployed Past 12 Months	97	±3	1	3	96	±3	4.0	±3.0	

NR: Not reportable



48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

u. You had other bothersome experiences at your job.

1. Yes, and my race/ethnicity was a factor

2. Yes, but my race/ethnicity was NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	98	±1	3	11	86	±1	14.0	±1.0	
Army	97	±1	5	12	83	±2	17.0	±2.0	
Navy	98	±1	4	12	84	±2	16.0	±2.0	
Marine Corps	97	±2	3	10	87	±3	13.0	±3.0	
Air Force	98	±1	1	6	92	±2	8.0	±2.0	
Enlisted	97	±1	4	11	85	±2	15.0	±2.0	
E1 – E4	97	±1	4	13	83	±2	17.0	±2.0	
E5 – E9	98	±1	3	10	87	±2	13.0	±2.0	
Officers	99	±1	2	6	92	±2	8.0	±2.0	
O1 – O3	99	±1	2	7	91	±3	9.0	±3.0	
O4 – O6	99	±1	2	5	94	±2	6.0	±2.0	
Male	98	±1	3	10	86	±1	14.0	±1.0	
Female	97	±1	4	12	84	±3	16.0	±3.0	
Not Deployed Past 12 Months	98	±1	3	9	87	±2	13.0	±2.0	
Deployed Past 12 Months	97	±1	4	12	84	±2	16.0	±2.0	
WHITE	98	±1	2	11	87	±2	13.0	±2.0	
Army	98	±1	3	12	85	±3	15.0	±3.0	
Navy	98	±2	3	12	85	±3	15.0	±3.0	
Marine Corps	98	±2	2	12	86	±5	14.0	±5.0	
Air Force	99	±1	0	6	93	±2	7.0	±2.0	
Enlisted	98	±1	3	12	86	±2	14.0	±2.0	
E1 – E4	97	±2	3	14	83	±3	17.0	±3.0	
E5 – E9	98	±1	2	10	88	±2	12.0	±2.0	
Officers	99	±1	1	6	93	±2	7.0	±2.0	
O1 – O3	99	±1	2	6	92	±3	8.0	±3.0	
O4 – O6	99	±1	1	5	94	±3	6.0	±3.0	
BLACK	97	±1	6	10	84	±2	16.0	±2.0	
Army	97	±2	7	11	81	±4	19.0	±4.0	
Navy	98	±2	6	12	83	±4	17.0	±4.0	
Marine Corps	96	±2	5	8	86	±3	14.0	±3.0	
Air Force	97	±2	5	6	89	±3	11.0	±3.0	
Enlisted	97	±1	6	11	83	±3	17.0	±3.0	
E1 – E4	97	±2	8	10	81	±5	19.0	±5.0	
E5 – E9	97	±2	5	11	84	±3	16.0	±3.0	
Officers	97	±2	7	6	88	±3	12.0	±3.0	
O1 – O3	97	±2	6	6	88	±4	12.0	±4.0	
O4 – O6	98	±2	7	3	89	±3	11.0	±3.0	
HISPANIC	96	±2	5	10	86	±2	14.0	±2.0	
Army	95	±3	6	11	83	±4	17.0	±4.0	
Navy	96	±2	5	13	82	±5	18.0	±5.0	
Marine Corps	95	±3	4	7	89	±4	11.0	±4.0	
Air Force	97	±2	3	7	90	±4	10.0	±4.0	
Enlisted	96	±2	5	10	85	±3	15.0	±3.0	
E1 – E4	95	±3	5	11	84	±4	16.0	±4.0	
E5 – E9	96	±2	5	9	86	±3	14.0	±3.0	

Note. Percent responding are active duty members who answered the question.

48u. Continued	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
Officers	97	±3	2	6	92	±3	8.0	±3.0	
O1 – O3	98	±2	2	5	93	±3	7.0	±3.0	
O4 – O6	98	±2	2	7	91	±6	9.0	±6.0	
AIAN	97	±3	7	10	83	±9	17.0	±8.0	
Army	95	±6	NR	9	78	±15	22.0	±15.0	
Navy	98	±3	2	20	79	±18	21.0	±17.0	
Marine Corps	97	±3	3	6	91	±8	9.0	±8.0	
Air Force	99	±1	1	6	93	±4	7.0	±4.0	
Enlisted	96	±4	8	10	82	±10	18.0	±9.0	
E1 – E4	94	±7	NR	7	79	±16	21.0	±16.0	
E5 – E9	99	±1	2	13	85	±10	15.0	±10.0	
Officers	100	±1	1	NR	NR	±1	NR		
O1 – O3	100	±1	1	NR	NR	±2	NR		
O4 – O6	100	±1	1	3	96	±7	4.0	±7.0	
ASIAN	98	±1	4	11	86	±3	14.0	±3.0	
Army	98	±2	6	15	79	±8	21.0	±8.0	
Navy	97	±2	3	11	86	±5	14.0	±5.0	
Marine Corps	98	±1	2	7	91	±5	9.0	±5.0	
Air Force	99	±1	2	6	92	±4	8.0	±4.0	
Enlisted	98	±1	4	12	85	±4	15.0	±4.0	
E1 – E4	98	±2	4	15	81	±8	19.0	±8.0	
E5 – E9	97	±2	4	9	87	±3	13.0	±3.0	
Officers	99	±1	4	5	90	±6	10.0	±6.0	
O1 – O3	99	±1	5	7	88	±10	12.0	±9.0	
O4 – O6	99	±1	2	3	95	±3	5.0	±3.0	
NHPI	97	±2	4	11	84	±8	16.0	±8.0	
Army	98	±2	NR	12	83	±12	17.0	±12.0	
Navy	99	±2	NR	NR	NR		NR		
Marine Corps	88	±13	3	9	89	±7	11.0	±7.0	
Air Force	96	±2	1	4	94	±3	6.0	±3.0	
Enlisted	97	±2	5	12	83	±8	17.0	±8.0	
Officers	100	±1	1	2	97	±5	3.0	±5.0	
TWO OR MORE RACES	98	±1	6	14	80	±6	20.0	±6.0	
Army	99	±1	12	20	68	±13	32.0	±13.0	
Navy	96	±4	5	15	80	±8	20.0	±8.0	
Marine Corps	99	±2	2	11	87	±9	13.0	±9.0	
Air Force	99	±1	2	4	94	±3	6.0	±3.0	
Enlisted	98	±2	7	14	79	±7	21.0	±7.0	
E1 – E4	98	±2	7	16	76	±11	24.0	±11.0	
E5 – E9	99	±2	6	11	83	±7	17.0	±7.0	
Officers	98	±2	4	12	84	±14	16.0	±13.0	
O1 – O3	98	±2	1	NR	83	±18	17.0	±18.0	
O4 – O6	99	±1	NR	4	NR	±4	NR		
COAST GUARD	98	±1	2	7	91	±2	9.0	±2.0	
White	98	±1	1	8	91	±3	9.0	±3.0	
Black	98	±1	6	7	87	±3	13.0	±3.0	
Hispanic	96	±4	4	7	88	±4	12.0	±4.0	
Other Race/Ethnicity	99	±1	2	7	91	±3	9.0	±3.0	
Enlisted	98	±1	2	8	90	±2	10.0	±2.0	
Officers	100	±1	1	4	94	±2	6.0	±2.0	
Male	98	±1	2	7	91	±2	9.0	±2.0	
Female	98	±1	3	11	85	±3	15.0	±3.0	
Not Deployed Past 12 Months	99	±1	2	7	91	±2	9.0	±2.0	
Deployed Past 12 Months	97	±3	2	9	89	±5	11.0	±5.0	

NR: Not reportable

**49. Do you consider ANY of the behaviors which you marked in the previous question to have been...****a. Racial/ethnic discrimination?**

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	48	±2	80	17	2	±2
Army	53	±3	77	20	3	±3
Navy	53	±3	79	20	2	±3
Marine Corps	48	±4	85	14	1	±5
Air Force	36	±2	86	12	2	±3
Enlisted	51	±2	79	18	2	±2
E1 – E4	54	±3	78	19	2	±3
E5 – E9	48	±2	80	17	2	±2
Officers	36	±3	86	12	2	±3
O1 – O3	36	±4	87	11	2	±4
O4 – O6	34	±4	86	12	2	±5
Male	48	±2	80	17	2	±2
Female	52	±3	79	19	2	±4
Not Deployed Past 12 Months	45	±2	82	16	2	±2
Deployed Past 12 Months	53	±2	78	19	3	±3
<b>WHITE</b>	46	±2	86	12	2	±2
Army	51	±3	84	13	3	±4
Navy	51	±4	84	15	1	±4
Marine Corps	46	±5	91	9	0	±6
Air Force	33	±3	91	8	1	±4
Enlisted	49	±2	85	13	2	±3
E1 – E4	52	±4	83	15	2	±4
E5 – E9	46	±3	86	12	2	±3
Officers	33	±3	94	5	1	±4
O1 – O3	34	±5	94	5	1	±6
O4 – O6	32	±5	92	7	2	±6
<b>BLACK</b>	53	±3	72	25	3	±4
Army	55	±5	71	27	3	±6
Navy	57	±4	74	24	2	±5
Marine Corps	52	±5	74	21	4	±6
Air Force	42	±4	71	23	5	±6
Enlisted	53	±3	73	24	3	±4
E1 – E4	55	±5	74	24	2	±7
E5 – E9	53	±3	72	25	3	±4
Officers	47	±4	60	34	6	±6
O1 – O3	46	±5	63	31	7	±8
O4 – O6	46	±5	57	35	8	±7
<b>HISPANIC</b>	53	±3	73	24	3	±4
Army	57	±5	68	27	5	±6
Navy	57	±5	70	29	2	±8
Marine Corps	52	±7	78	21	1	±12
Air Force	40	±6	85	13	3	±7
Enlisted	54	±3	73	24	3	±4
E1 – E4	58	±5	71	26	3	±7
E5 – E9	51	±4	74	23	3	±5

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q48).

49a. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	40	±6	75	22	3	±10
O1 – O3	37	±7	74	24	2	±14
O4 – O6	37	±7	80	17	3	±7
AIAN	54	±9	64	25	11	±16
Army	56	±14	NR	20	NR	±14
Navy	58	±12	NR	NR	NR	
Marine Corps	51	±24	NR	NR	0	±1
Air Force	47	±18	NR	8	NR	±8
Enlisted	54	±9	62	26	NR	±17
E1 – E4	52	±15	NR	NR	NR	
E5 – E9	55	±10	75	17	NR	±15
Officers	57	±25	NR	NR	1	±2
O1 – O3	66	±22	NR	NR	NR	
O4 – O6	61	±39	NR	NR	1	±4
ASIAN	50	±4	70	27	4	±5
Army	55	±6	64	31	5	±9
Navy	54	±5	68	29	3	±8
Marine Corps	47	±13	83	14	3	±9
Air Force	35	±6	78	19	3	±9
Enlisted	52	±4	70	27	3	±5
E1 – E4	56	±6	70	27	4	±9
E5 – E9	50	±5	69	28	3	±6
Officers	37	±7	70	24	7	±13
O1 – O3	36	±9	67	24	NR	±17
O4 – O6	35	±10	73	24	3	±11
NHPI	48	±9	66	30	4	±13
Army	49	±15	NR	NR	2	±5
Navy	62	±12	NR	NR	NR	
Marine Corps	52	±13	80	19	1	±15
Air Force	30	±8	84	14	2	±6
Enlisted	48	±10	65	31	4	±13
Officers	44	±37	NR	2	1	±10
TWO OR MORE RACES	56	±6	71	26	3	±9
Army	73	±10	62	33	NR	±16
Navy	54	±9	82	16	2	±9
Marine Corps	54	±19	NR	NR	1	±2
Air Force	39	±9	74	25	1	±15
Enlisted	58	±7	71	26	3	±10
E1 – E4	60	±10	64	31	NR	±15
E5 – E9	55	±8	79	20	1	±11
Officers	46	±12	NR	NR	1	±2
O1 – O3	42	±15	NR	NR	1	±3
O4 – O6	52	±21	NR	NR	2	±7
COAST GUARD	40	±3	88	11	2	±3
White	38	±4	93	6	1	±4
Black	55	±4	64	31	5	±5
Hispanic	46	±4	76	20	3	±6
Other Race/Ethnicity	42	±6	82	14	3	±5
Enlisted	41	±3	88	11	2	±3
Officers	38	±4	87	11	2	±6
Male	39	±3	88	11	2	±3
Female	50	±3	88	10	2	±5
Not Deployed Past 12 Months	39	±3	88	10	2	±3
Deployed Past 12 Months	45	±6	86	13	1	±7

NR: Not reportable

## 49. Do you consider ANY of the behaviors which you marked in the previous question to have been...

## b. Sex discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	48	±2	87	10	2	±2
Army	53	±3	87	10	3	±2
Navy	53	±3	85	13	2	±3
Marine Corps	48	±4	90	8	2	±4
Air Force	35	±2	89	9	2	±3
Enlisted	51	±2	87	10	2	±2
E1 – E4	54	±3	86	12	2	±3
E5 – E9	48	±2	89	9	2	±2
Officers	35	±3	87	11	2	±3
O1 – O3	36	±4	88	10	2	±4
O4 – O6	34	±4	86	12	2	±6
Male	48	±2	92	7	1	±2
Female	52	±3	60	32	8	±4
Not Deployed Past 12 Months	45	±2	87	11	2	±2
Deployed Past 12 Months	53	±2	88	9	3	±2
<b>WHITE</b>	46	±2	88	10	2	±2
Army	51	±3	89	9	2	±3
Navy	51	±4	86	12	2	±4
Marine Corps	46	±5	89	8	3	±6
Air Force	33	±3	89	9	1	±4
Enlisted	49	±2	88	10	2	±2
E1 – E4	52	±4	85	12	3	±4
E5 – E9	46	±3	91	7	2	±3
Officers	33	±3	88	10	2	±4
O1 – O3	34	±5	90	8	2	±6
O4 – O6	32	±5	85	13	2	±7
<b>BLACK</b>	52	±3	85	12	3	±3
Army	55	±5	84	13	3	±5
Navy	57	±4	84	14	2	±5
Marine Corps	51	±5	90	8	2	±7
Air Force	42	±4	89	9	2	±4
Enlisted	53	±3	85	12	3	±3
E1 – E4	54	±5	87	11	2	±6
E5 – E9	52	±3	84	13	3	±4
Officers	47	±4	83	15	2	±5
O1 – O3	45	±5	81	16	3	±6
O4 – O6	47	±5	84	14	3	±5
<b>HISPANIC</b>	53	±3	89	9	2	±3
Army	57	±5	89	8	3	±4
Navy	57	±5	87	11	1	±6
Marine Corps	52	±7	92	8	1	±8
Air Force	40	±6	89	10	1	±6
Enlisted	54	±3	89	9	2	±3
E1 – E4	58	±5	90	9	2	±5
E5 – E9	50	±4	89	9	2	±4

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q48).

49b. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	40	±6	88	10	2	±5
O1 – O3	37	±7	83	15	2	±8
O4 – O6	37	±7	91	7	2	±5
AIAN	54	±9	89	10	1	±7
Army	55	±14	91	7	1	±6
Navy	58	±12	NR	NR	1	±5
Marine Corps	51	±24	92	7	1	±11
Air Force	47	±18	92	7	1	±8
Enlisted	53	±9	88	11	1	±8
E1 – E4	52	±15	90	9	1	±7
E5 – E9	54	±10	85	13	2	±14
Officers	57	±25	96	3	1	±6
O1 – O3	66	±22	95	5	NR	±9
O4 – O6	61	±39	98	1	0	±7
ASIAN	49	±4	84	13	3	±4
Army	55	±6	82	15	3	±7
Navy	54	±5	83	15	2	±8
Marine Corps	47	±13	91	8	1	±8
Air Force	34	±6	85	9	NR	±10
Enlisted	52	±4	84	13	3	±5
E1 – E4	55	±6	81	16	3	±9
E5 – E9	50	±5	86	11	3	±5
Officers	36	±7	85	14	1	±10
O1 – O3	36	±9	80	18	2	±15
O4 – O6	35	±10	91	8	0	±6
NHPI	48	±9	79	18	3	±12
Army	48	±15	84	15	1	±17
Navy	62	±12	NR	NR	NR	
Marine Corps	52	±13	88	12	NR	±13
Air Force	30	±8	82	16	2	±10
Enlisted	48	±10	78	19	3	±12
Officers	44	±37	NR	NR	1	±5
TWO OR MORE RACES	56	±6	84	14	2	±7
Army	72	±10	78	19	2	±15
Navy	54	±9	87	12	1	±8
Marine Corps	55	±19	89	11	0	±15
Air Force	38	±9	92	7	2	±5
Enlisted	58	±7	84	14	1	±8
E1 – E4	60	±10	80	20	0	±13
E5 – E9	55	±8	90	7	3	±7
Officers	46	±12	NR	NR	3	±5
O1 – O3	42	±15	NR	NR	4	±8
O4 – O6	51	±21	94	5	0	±7
COAST GUARD	40	±3	89	9	2	±3
White	38	±4	89	9	2	±4
Black	54	±4	92	8	1	±3
Hispanic	46	±4	88	10	2	±6
Other Race/Ethnicity	42	±6	88	9	3	±5
Enlisted	41	±3	89	9	2	±3
Officers	38	±4	86	12	2	±4
Male	39	±3	94	5	1	±3
Female	50	±3	60	31	9	±5
Not Deployed Past 12 Months	39	±3	89	9	2	±3
Deployed Past 12 Months	45	±6	89	9	3	±6

NR: Not reportable

## 49. Do you consider ANY of the behaviors which you marked in the previous question to have been...

## c. Age discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	48	±2	87	12	1	±2
Army	53	±3	85	14	2	±3
Navy	53	±3	87	12	1	±3
Marine Corps	48	±4	89	11	0	±4
Air Force	35	±2	91	8	1	±3
Enlisted	51	±2	86	13	1	±2
E1 – E4	53	±3	82	17	1	±3
E5 – E9	48	±2	90	9	1	±2
Officers	35	±3	92	7	0	±3
O1 – O3	35	±4	93	6	0	±4
O4 – O6	34	±4	92	8	1	±6
Male	48	±2	87	11	1	±2
Female	51	±3	84	14	2	±4
Not Deployed Past 12 Months	45	±2	88	11	1	±2
Deployed Past 12 Months	53	±2	86	13	1	±3
<b>WHITE</b>	45	±2	88	12	1	±2
Army	50	±3	86	13	1	±4
Navy	51	±4	87	12	1	±4
Marine Corps	46	±5	89	11	0	±6
Air Force	33	±3	91	9	0	±4
Enlisted	49	±2	87	12	1	±3
E1 – E4	52	±4	82	17	1	±4
E5 – E9	46	±3	92	7	1	±3
Officers	33	±3	93	7	0	±4
O1 – O3	34	±5	94	6	0	±6
O4 – O6	32	±5	92	7	1	±7
<b>BLACK</b>	53	±3	88	11	1	±3
Army	55	±5	86	13	1	±5
Navy	57	±4	89	10	1	±4
Marine Corps	51	±5	88	11	2	±7
Air Force	42	±4	91	7	2	±4
Enlisted	53	±3	87	11	1	±3
E1 – E4	54	±5	85	14	1	±6
E5 – E9	52	±3	88	10	2	±3
Officers	46	±4	94	6	0	±3
O1 – O3	45	±5	91	9	0	±6
O4 – O6	47	±5	96	3	1	±4
<b>HISPANIC</b>	52	±3	87	11	2	±3
Army	56	±5	85	12	3	±5
Navy	56	±5	86	13	1	±7
Marine Corps	52	±7	91	8	1	±8
Air Force	40	±6	91	8	1	±6
Enlisted	54	±3	87	11	2	±3
E1 – E4	58	±5	85	14	2	±5
E5 – E9	50	±4	89	9	2	±4

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q48).

49c. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	40	±6	95	4	1	±3
O1 – O3	37	±7	93	6	1	±5
O4 – O6	37	±7	96	4	0	±4
AIAN	54	±9	84	16	0	±14
Army	55	±14	NR	NR	0	±3
Navy	58	±12	91	9	NR	±8
Marine Corps	51	±24	93	6	1	±11
Air Force	47	±18	92	8	1	±9
Enlisted	53	±9	88	11	0	±7
E1 – E4	52	±15	85	15	1	±14
E5 – E9	54	±10	92	8	0	±5
Officers	57	±25	NR	NR	0	±1
O1 – O3	66	±22	93	7	NR	±12
O4 – O6	60	±39	NR	NR	0	±3
ASIAN	49	±4	82	17	1	±6
Army	55	±6	81	17	2	±8
Navy	54	±5	83	16	1	±8
Marine Corps	47	±13	NR	NR	0	±1
Air Force	34	±6	91	8	1	±4
Enlisted	52	±4	81	17	2	±6
E1 – E4	55	±6	72	25	2	±12
E5 – E9	49	±5	88	11	1	±4
Officers	36	±7	89	11	0	±11
O1 – O3	36	±9	86	14	1	±17
O4 – O6	35	±10	93	7	0	±5
NHPI	48	±9	82	15	3	±11
Army	48	±15	81	19	NR	±17
Navy	62	±12	NR	11	NR	±11
Marine Corps	52	±13	89	8	3	±14
Air Force	30	±8	90	9	1	±6
Enlisted	48	±10	82	16	3	±11
Officers	44	±37	NR	NR	NR	
TWO OR MORE RACES	56	±6	82	16	2	±9
Army	72	±10	77	20	NR	±18
Navy	53	±9	83	15	2	±12
Marine Corps	54	±19	NR	NR	0	±2
Air Force	39	±9	94	5	0	±5
Enlisted	58	±7	80	18	2	±10
E1 – E4	60	±10	71	25	4	±15
E5 – E9	55	±8	92	8	0	±8
Officers	46	±12	97	3	1	±3
O1 – O3	42	±15	97	3	1	±5
O4 – O6	51	±21	97	3	0	±7
COAST GUARD	40	±3	89	10	1	±3
White	38	±4	89	10	1	±5
Black	54	±4	92	8	0	±3
Hispanic	46	±4	85	12	3	±6
Other Race/Ethnicity	42	±6	90	9	2	±4
Enlisted	41	±3	87	11	2	±4
Officers	38	±4	94	5	0	±3
Male	39	±3	89	9	1	±4
Female	49	±3	84	14	2	±3
Not Deployed Past 12 Months	39	±3	91	8	1	±3
Deployed Past 12 Months	45	±6	81	17	2	±9

NR: Not reportable



## 49. Do you consider ANY of the behaviors which you marked in the previous question to have been...

## d. Religious discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	48	±2	94	5	1	±1
Army	53	±3	93	6	1	±2
Navy	53	±3	94	5	1	±2
Marine Corps	48	±4	95	4	1	±3
Air Force	35	±2	95	4	1	±2
Enlisted	51	±2	94	5	1	±1
E1 – E4	53	±3	93	6	1	±2
E5 – E9	48	±2	96	3	1	±1
Officers	36	±3	93	6	0	±3
O1 – O3	36	±4	94	6	1	±5
O4 – O6	34	±4	92	8	0	±5
Male	48	±2	94	5	1	±1
Female	51	±3	93	6	1	±3
Not Deployed Past 12 Months	45	±2	95	5	1	±2
Deployed Past 12 Months	53	±2	93	5	1	±2
WHITE	46	±2	94	5	1	±2
Army	51	±3	93	6	1	±3
Navy	51	±4	93	6	1	±3
Marine Corps	46	±5	95	4	1	±4
Air Force	33	±3	95	4	1	±3
Enlisted	49	±2	94	5	1	±2
E1 – E4	52	±4	92	8	1	±3
E5 – E9	46	±3	97	3	1	±2
Officers	33	±3	93	7	0	±4
O1 – O3	34	±5	94	5	0	±6
O4 – O6	32	±5	90	9	1	±7
BLACK	52	±3	95	4	1	±2
Army	55	±5	96	3	1	±3
Navy	57	±4	95	4	0	±3
Marine Corps	51	±5	92	6	1	±8
Air Force	42	±4	95	3	2	±4
Enlisted	53	±3	95	4	1	±2
E1 – E4	54	±5	98	2	0	±3
E5 – E9	52	±3	93	5	2	±3
Officers	46	±4	97	3	0	±2
O1 – O3	45	±5	97	3	1	±3
O4 – O6	46	±5	96	4	0	±3
HISPANIC	52	±3	95	4	1	±2
Army	56	±5	94	4	2	±4
Navy	57	±5	96	4	0	±5
Marine Corps	52	±7	96	4	1	±7
Air Force	39	±6	95	4	0	±5
Enlisted	53	±3	95	4	1	±3
E1 – E4	57	±5	95	4	1	±4
E5 – E9	50	±4	95	4	1	±3

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q48).

49d. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	40	±6	95	5	0	±5
O1 – O3	37	±7	96	3	1	±4
O4 – O6	37	±7	97	3	1	±3
AIAN	54	±9	91	7	2	±8
Army	55	±14	85	11	NR	±17
Navy	58	±12	95	5	NR	±7
Marine Corps	51	±24	97	3	0	±7
Air Force	47	±18	96	4	0	±6
Enlisted	53	±9	89	8	NR	±9
E1 – E4	52	±15	89	6	NR	±14
E5 – E9	54	±10	90	NR	0	±16
Officers	57	±25	98	1	1	±4
O1 – O3	66	±22	98	1	0	±5
O4 – O6	61	±39	98	1	0	±6
ASIAN	49	±4	93	6	1	±3
Army	54	±6	88	11	1	±8
Navy	54	±5	96	4	0	±3
Marine Corps	47	±13	97	3	0	±3
Air Force	34	±6	96	3	1	±3
Enlisted	52	±4	94	5	1	±2
E1 – E4	55	±6	93	5	1	±4
E5 – E9	49	±5	95	4	1	±3
Officers	37	±7	NR	NR	0	±2
O1 – O3	36	±9	NR	NR	1	±2
O4 – O6	35	±10	97	3	0	±3
NHPI	48	±9	87	10	3	±11
Army	48	±15	85	14	1	±17
Navy	61	±12	NR	5	NR	±7
Marine Corps	51	±13	93	7	NR	±14
Air Force	30	±8	96	3	0	±4
Enlisted	48	±10	86	11	3	±11
Officers	44	±37	98	2	NR	±10
TWO OR MORE RACES	56	±6	90	8	2	±8
Army	73	±10	84	13	NR	±17
Navy	54	±9	97	3	0	±3
Marine Corps	55	±19	NR	NR	0	±1
Air Force	38	±9	95	4	0	±6
Enlisted	58	±7	90	8	2	±10
E1 – E4	60	±10	85	12	NR	±16
E5 – E9	55	±8	97	3	0	±6
Officers	46	±12	NR	NR	0	±2
O1 – O3	42	±15	NR	NR	1	±2
O4 – O6	51	±21	98	2	NR	±7
COAST GUARD	40	±3	95	4	1	±3
White	38	±4	95	4	1	±4
Black	54	±4	98	2	0	±2
Hispanic	46	±4	96	4	1	±3
Other Race/Ethnicity	42	±6	94	5	1	±4
Enlisted	41	±3	95	4	1	±3
Officers	38	±4	97	3	0	±4
Male	39	±3	95	4	1	±3
Female	49	±3	95	4	1	±2
Not Deployed Past 12 Months	39	±3	95	4	0	±3
Deployed Past 12 Months	45	±6	94	4	2	±6

NR: Not reportable

## 49. Do you consider ANY of the behaviors which you marked in the previous question to have been...

## e. Other type of discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	48	±2	82	14	3	±2
Army	53	±3	81	15	3	±3
Navy	53	±3	80	17	3	±3
Marine Corps	48	±4	83	13	4	±5
Air Force	35	±2	87	11	2	±3
Enlisted	51	±2	82	15	3	±2
E1 – E4	54	±3	80	16	3	±3
E5 – E9	48	±2	83	14	3	±2
Officers	35	±3	88	10	2	±3
O1 – O3	35	±4	87	10	3	±5
O4 – O6	34	±4	88	11	1	±5
Male	48	±2	82	15	3	±2
Female	51	±3	83	14	3	±3
Not Deployed Past 12 Months	45	±2	83	14	3	±2
Deployed Past 12 Months	53	±2	81	15	4	±3
<b>WHITE</b>	46	±2	82	14	3	±3
Army	51	±3	84	14	3	±4
Navy	51	±4	78	18	4	±5
Marine Corps	46	±5	79	16	5	±7
Air Force	33	±3	88	10	2	±4
Enlisted	49	±2	81	15	3	±3
E1 – E4	52	±4	78	18	4	±4
E5 – E9	46	±3	85	12	3	±3
Officers	33	±3	88	10	3	±5
O1 – O3	33	±5	88	8	3	±7
O4 – O6	32	±5	88	11	1	±6
<b>BLACK</b>	52	±3	83	14	3	±3
Army	55	±5	80	15	5	±6
Navy	57	±4	85	13	2	±5
Marine Corps	51	±5	86	12	3	±7
Air Force	42	±4	85	12	3	±5
Enlisted	53	±3	82	14	4	±3
E1 – E4	54	±5	85	12	3	±7
E5 – E9	52	±3	80	16	4	±4
Officers	46	±4	90	9	1	±4
O1 – O3	44	±5	86	11	2	±6
O4 – O6	46	±5	93	7	1	±4
<b>HISPANIC</b>	52	±3	84	13	2	±3
Army	56	±5	81	16	4	±5
Navy	57	±5	83	15	2	±6
Marine Corps	52	±7	92	7	1	±3
Air Force	39	±6	88	11	1	±6
Enlisted	53	±3	84	13	2	±3
E1 – E4	57	±5	85	13	2	±5
E5 – E9	50	±4	83	14	3	±4

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q48).

49e. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	40	±6	86	12	1	±7
O1 – O3	37	±7	86	13	1	±7
O4 – O6	37	±7	83	13	3	±14
AIAN	54	±9	83	15	2	±10
Army	55	±14	80	18	1	±16
Navy	58	±12	NR	NR	3	±8
Marine Corps	51	±24	91	7	2	±12
Air Force	47	±18	89	9	2	±10
Enlisted	53	±9	84	14	2	±9
E1 – E4	52	±15	85	14	1	±14
E5 – E9	54	±10	82	15	3	±14
Officers	57	±25	NR	NR	0	±2
O1 – O3	66	±22	NR	NR	0	±3
O4 – O6	60	±39	NR	4	0	±12
ASIAN	49	±4	79	18	3	±6
Army	55	±6	69	27	4	±12
Navy	54	±5	82	16	2	±8
Marine Corps	47	±13	88	10	1	±7
Air Force	34	±6	87	11	2	±5
Enlisted	52	±4	78	19	3	±6
E1 – E4	55	±6	75	23	3	±12
E5 – E9	50	±5	81	16	3	±5
Officers	36	±7	85	14	1	±10
O1 – O3	36	±9	84	15	1	±16
O4 – O6	35	±10	87	12	0	±7
NHPI	48	±9	81	16	3	±11
Army	48	±15	82	17	2	±17
Navy	61	±12	NR	11	NR	±9
Marine Corps	52	±13	NR	NR	1	±7
Air Force	30	±8	91	8	1	±5
Enlisted	48	±10	80	16	3	±11
Officers	45	±37	NR	NR	1	±5
TWO OR MORE RACES	56	±6	76	18	6	±9
Army	73	±10	69	23	NR	±16
Navy	53	±9	76	18	NR	±12
Marine Corps	54	±19	92	7	1	±9
Air Force	39	±9	83	12	NR	±13
Enlisted	58	±7	74	19	7	±10
E1 – E4	60	±10	72	19	NR	±15
E5 – E9	55	±8	77	18	4	±10
Officers	46	±12	NR	NR	1	±2
O1 – O3	42	±15	NR	NR	1	±3
O4 – O6	51	±21	NR	NR	1	±2
COAST GUARD	40	±3	88	10	2	±3
White	38	±4	89	9	2	±4
Black	54	±4	87	12	2	±4
Hispanic	46	±4	83	14	3	±5
Other Race/Ethnicity	42	±6	85	12	3	±5
Enlisted	41	±3	87	10	3	±4
Officers	38	±4	91	7	2	±4
Male	39	±3	88	9	2	±4
Female	50	±3	85	12	2	±3
Not Deployed Past 12 Months	39	±3	89	9	2	±3
Deployed Past 12 Months	45	±6	85	10	5	±8

NR: Not reportable

**49. Racial/Ethnic Discrimination scale: Constructed from Q48a-t and Q49. Discrimination reflects whether Service members indicated that they personally experienced race/ethnicity-related discrimination.**

	Percent Responding		Percentages	Max ME	Discrimination
			Incident Rate		
<b>TOTAL DOD</b>	100	±0	6	±1	
Army	100	±0	8	±2	
Navy	100	±0	6	±2	
Marine Corps	100	±0	4	±2	
Air Force	100	±0	3	±1	
Enlisted	100	±0	6	±1	
E1 – E4	100	±0	7	±2	
E5 – E9	100	±0	6	±1	
Officers	100	±0	3	±1	
O1 – O3	100	±0	3	±2	
O4 – O6	100	±0	3	±2	
Male	100	±0	6	±1	
Female	100	±0	8	±2	
Not Deployed Past 12 Months	100	±0	5	±1	
Deployed Past 12 Months	100	±0	7	±2	
<b>WHITE</b>	100	±0	4	±1	
Army	100	±0	5	±2	
Navy	100	±0	4	±2	
Marine Corps	100	±0	2	±2	
Air Force	100	±0	2	±1	
Enlisted	100	±0	4	±1	
E1 – E4	100	±0	5	±2	
E5 – E9	100	±0	4	±2	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	2	±2	
<b>BLACK</b>	100	±0	10	±2	
Army	100	±0	11	±4	
Navy	100	±0	10	±3	
Marine Corps	100	±0	9	±4	
Air Force	100	±0	8	±3	
Enlisted	100	±0	10	±2	
E1 – E4	100	±0	10	±4	
E5 – E9	100	±0	9	±2	
Officers	100	±0	13	±3	
O1 – O3	100	±0	12	±4	
O4 – O6	100	±0	16	±4	
<b>HISPANIC</b>	100	±0	9	±2	
Army	100	±0	13	±4	
Navy	100	±0	10	±5	
Marine Corps	100	±0	6	±8	
Air Force	100	±0	4	±3	
Enlisted	100	±0	9	±3	
E1 – E4	100	±0	10	±4	
E5 – E9	100	±0	8	±3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q48/Q49). Cronbach's coefficient alpha = 0.98

49. Continued	Percent Responding		Percentages	Max ME	Discrimination
			Incident Rate		
Officers	100	±0	8	±5	
O1 – O3	100	±0	6	±7	
O4 – O6	100	±0	6	±3	
AIAN	100	±0	16	±12	
Army	100	±0	18	±16	
Navy	100	±0	NR		
Marine Corps	100	±0	NR		
Air Force	100	±0	NR		
Enlisted	100	±0	17	±13	
E1 – E4	100	±0	NR		
E5 – E9	100	±0	10	±11	
Officers	100	±0	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±0	2	±4	
ASIAN	100	±0	9	±3	
Army	100	±0	13	±5	
Navy	100	±0	10	±5	
Marine Corps	100	±0	4	±3	
Air Force	100	±0	3	±2	
Enlisted	100	±0	9	±3	
E1 – E4	100	±0	9	±6	
E5 – E9	100	±0	9	±3	
Officers	100	±0	9	±6	
O1 – O3	100	±0	9	±10	
O4 – O6	100	±0	7	±3	
NHPI	100	±0	8	±7	
Army	100	±0	8	±11	
Navy	100	±0	14	±14	
Marine Corps	100	±0	3	±5	
Air Force	100	±0	3	±2	
Enlisted	100	±0	8	±7	
Officers	100	±0	1	±2	
TWO OR MORE RACES	100	±0	9	±5	
Army	100	±0	14	±13	
Navy	100	±0	4	±3	
Marine Corps	100	±0	9	±12	
Air Force	100	±0	7	±7	
Enlisted	100	±0	9	±6	
E1 – E4	100	±0	10	±10	
E5 – E9	100	±0	8	±6	
Officers	100	±0	9	±12	
O1 – O3	100	±0	5	±11	
O4 – O6	100	±0	6	±6	
COAST GUARD	100	±0	3	±1	
White	100	±0	1	±2	
Black	100	±0	13	±3	
Hispanic	100	±0	6	±3	
Other Race/Ethnicity	100	±0	4	±2	
Enlisted	100	±0	3	±1	
Officers	100	±0	4	±2	
Male	100	±0	3	±1	
Female	100	±0	3	±3	
Not Deployed Past 12 Months	100	±0	3	±1	
Deployed Past 12 Months	100	±0	3	±3	

NR: Not reportable

49. Harassment/Discrimination scale: Constructed from Q45a-n, Q46, Q48a-t, and Q49. Harassment/Discrimination reflects whether Service members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination.

	Percent Responding		Percentages	Max ME	Harassment/Discrimination
			Incident Rate		
TOTAL DOD	100	±0	15	±1	
Army	100	±0	19	±2	
Navy	100	±0	17	±2	
Marine Corps	100	±0	12	±3	
Air Force	100	±0	8	±2	
Enlisted	100	±0	16	±1	
E1 – E4	100	±0	18	±2	
E5 – E9	100	±0	15	±2	
Officers	100	±0	8	±2	
O1 – O3	100	±0	7	±2	
O4 – O6	100	±0	7	±2	
Male	100	±0	14	±1	
Female	100	±0	18	±3	
Not Deployed Past 12 Months	100	±0	13	±1	
Deployed Past 12 Months	100	±0	18	±2	
WHITE	100	±0	10	±2	
Army	100	±0	13	±3	
Navy	100	±0	13	±3	
Marine Corps	100	±0	8	±3	
Air Force	100	±0	5	±2	
Enlisted	100	±0	12	±2	
E1 – E4	100	±0	13	±3	
E5 – E9	100	±0	10	±2	
Officers	100	±0	4	±2	
O1 – O3	100	±0	4	±3	
O4 – O6	100	±0	4	±3	
BLACK	100	±0	23	±3	
Army	100	±0	25	±4	
Navy	100	±0	24	±4	
Marine Corps	100	±0	22	±4	
Air Force	100	±0	17	±3	
Enlisted	100	±0	23	±3	
E1 – E4	100	±0	24	±5	
E5 – E9	100	±0	22	±3	
Officers	100	±0	24	±4	
O1 – O3	100	±0	26	±5	
O4 – O6	100	±0	24	±4	
HISPANIC	100	±0	21	±3	
Army	100	±0	27	±4	
Navy	100	±0	24	±5	
Marine Corps	100	±0	18	±7	
Air Force	100	±0	11	±4	
Enlisted	100	±0	22	±3	
E1 – E4	100	±0	24	±5	
E5 – E9	100	±0	20	±3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q45/Q46/Q48/Q49). Cronbach's coefficient alpha = 0.87.

49. Continued	Percent Responding		Percentages	Max ME	Harassment/ Discrimination
			Incident Rate		
Officers	100	±0	16	±6	
O1 – O3	100	±0	14	±6	
O4 – O6	100	±0	17	±8	
AIAN	100	±0	25	±10	
Army	100	±0	29	±14	
Navy	100	±0	19	±14	
Marine Corps	100	±0	NR		
Air Force	100	±0	NR		
Enlisted	100	±0	27	±11	
E1 – E4	100	±0	NR		
E5 – E9	100	±0	19	±9	
Officers	100	±0	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±0	3	±6	
ASIAN	100	±0	24	±3	
Army	100	±0	31	±7	
Navy	100	±0	27	±5	
Marine Corps	100	±0	16	±5	
Air Force	100	±0	12	±4	
Enlisted	100	±0	25	±4	
E1 – E4	100	±0	30	±7	
E5 – E9	100	±0	22	±4	
Officers	100	±0	16	±6	
O1 – O3	100	±0	17	±9	
O4 – O6	100	±0	13	±4	
NHPI	100	±0	23	±8	
Army	100	±0	25	±13	
Navy	100	±0	33	±17	
Marine Corps	100	±0	14	±8	
Air Force	100	±0	9	±4	
Enlisted	100	±0	24	±9	
Officers	100	±0	3	±5	
TWO OR MORE RACES	100	±0	23	±6	
Army	100	±0	35	±13	
Navy	100	±0	21	±9	
Marine Corps	100	±0	20	±16	
Air Force	100	±0	12	±7	
Enlisted	100	±0	25	±7	
E1 – E4	100	±0	29	±11	
E5 – E9	100	±0	21	±8	
Officers	100	±0	14	±12	
O1 – O3	100	±0	8	±10	
O4 – O6	100	±0	NR		
COAST GUARD	100	±0	9	±2	
White	100	±0	6	±2	
Black	100	±0	28	±3	
Hispanic	100	±0	20	±4	
Other Race/Ethnicity	100	±0	14	±3	
Enlisted	100	±0	10	±2	
Officers	100	±0	8	±3	
Male	100	±0	9	±2	
Female	100	±0	11	±3	
Not Deployed Past 12 Months	100	±0	9	±2	
Deployed Past 12 Months	100	±0	12	±4	

NR: Not reportable



**49. Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors: Constructed from Q45a-n, Q46, Q48a-t, and Q49.**

1. Harassment only

2. Discrimination only

3. Both harassment and discrimination

4. Neither harassment nor discrimination

	Percent Responding		Percentages				Max ME
			1	2	3	4	
<b>TOTAL DOD</b>	100	±0	8	2	4	86	±1
Army	100	±0	10	2	6	82	±2
Navy	100	±0	10	2	4	84	±2
Marine Corps	100	±0	7	1	2	89	±3
Air Force	100	±0	4	1	2	93	±1
Enlisted	100	±0	9	2	4	85	±1
E1 – E4	100	±0	10	2	5	83	±2
E5 – E9	100	±0	8	2	4	86	±2
Officers	100	±0	4	2	2	93	±2
O1 – O3	100	±0	4	1	2	93	±2
O4 – O6	100	±0	3	2	1	94	±2
Male	100	±0	8	2	4	87	±1
Female	100	±0	10	2	6	82	±3
Not Deployed Past 12 Months	100	±0	7	2	3	88	±1
Deployed Past 12 Months	100	±0	10	2	5	83	±2
<b>WHITE</b>	100	±0	6	1	2	91	±2
Army	100	±0	8	2	4	87	±3
Navy	100	±0	7	2	2	89	±3
Marine Corps	100	±0	5	1	1	93	±3
Air Force	100	±0	2	1	1	96	±2
Enlisted	100	±0	7	2	3	89	±2
E1 – E4	100	±0	8	1	3	88	±3
E5 – E9	100	±0	6	2	2	91	±2
Officers	100	±0	2	1	0	96	±2
O1 – O3	100	±0	3	1	1	96	±3
O4 – O6	100	±0	2	1	0	97	±2
<b>BLACK</b>	100	±0	12	2	8	78	±3
Army	100	±0	13	2	9	76	±4
Navy	100	±0	13	2	8	77	±4
Marine Corps	100	±0	12	3	6	79	±4
Air Force	100	±0	8	3	5	84	±3
Enlisted	100	±0	12	2	8	78	±3
E1 – E4	100	±0	13	2	8	77	±5
E5 – E9	100	±0	12	2	7	79	±3
Officers	100	±0	10	5	7	78	±4
O1 – O3	100	±0	13	5	8	75	±5
O4 – O6	100	±0	7	8	8	77	±4
<b>HISPANIC</b>	100	±0	11	3	6	80	±3
Army	100	±0	12	5	8	75	±4
Navy	100	±0	12	4	5	78	±5
Marine Corps	100	±0	11	1	5	83	±9
Air Force	100	±0	7	1	3	89	±4
Enlisted	100	±0	11	3	6	80	±3
E1 – E4	100	±0	12	3	7	77	±5
E5 – E9	100	±0	10	3	5	82	±3

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced in the relevant category to be racial/ethnic discrimination (Q45-Q46/Q48-49).















































49. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
Officers	100	±0	9	4	3	84	±6
O1 – O3	100	±0	8	4	2	86	±9
O4 – O6	100	±0	11	3	3	83	±9
AIAN	100	±0	9	7	10	75	±14
Army	100	±0	11	2	16	71	±17
Navy	100	±0	8	1	NR	82	±14
Marine Corps	100	±0	5	NR	1	NR	±5
Air Force	100	±0	5	NR	2	NR	±4
Enlisted	100	±0	10	NR	9	74	±11
E1 – E4	100	±0	11	NR	NR	NR	±9
E5 – E9	100	±0	8	5	6	82	±10
Officers	100	±0	2	0	NR	NR	±2
O1 – O3	100	±0	2	0	NR	NR	±3
O4 – O6	100	±0	1	0	2	97	±5
ASIAN	100	±0	13	3	6	78	±3
Army	100	±0	16	3	10	70	±8
Navy	100	±0	15	4	7	75	±5
Marine Corps	100	±0	11	1	3	86	±5
Air Force	100	±0	6	1	2	90	±3
Enlisted	100	±0	14	3	6	77	±4
E1 – E4	100	±0	19	3	6	72	±7
E5 – E9	100	±0	11	3	7	80	±3
Officers	100	±0	7	2	7	85	±7
O1 – O3	100	±0	7	1	8	84	±11
O4 – O6	100	±0	6	3	4	87	±4
NHPI	100	±0	14	2	6	78	±9
Army	100	±0	17	3	5	75	±13
Navy	100	±0	NR	2	11	68	±17
Marine Corps	100	±0	9	2	2	88	±8
Air Force	100	±0	5	1	2	92	±3
Enlisted	100	±0	15	2	6	77	±9
Officers	100	±0	3	0	0	97	±5
TWO OR MORE RACES	100	±0	13	4	5	78	±6
Army	100	±0	18	6	8	68	±13
Navy	100	±0	16	2	2	80	±9
Marine Corps	100	±0	10	1	8	81	±16
Air Force	100	±0	4	3	4	89	±7
Enlisted	100	±0	14	3	6	77	±7
E1 – E4	100	±0	15	3	7	75	±10
E5 – E9	100	±0	13	3	4	79	±8
Officers	100	±0	5	7	2	87	±14
O1 – O3	100	±0	2	NR	2	93	±10
O4 – O6	100	±0	NR	2	4	NR	±5
COAST GUARD	100	±0	6	1	2	92	±2
White	100	±0	4	1	0	95	±2
Black	100	±0	13	5	8	74	±3
Hispanic	100	±0	13	1	5	81	±4
Other Race/Ethnicity	100	±0	9	1	3	87	±3
Enlisted	100	±0	6	1	1	91	±2
Officers	100	±0	4	2	2	93	±3
Male	100	±0	5	1	1	92	±2
Female	100	±0	8	1	3	89	±3
Not Deployed Past 12 Months	100	±0	5	1	1	92	±2
Deployed Past 12 Months	100	±0	8	1	2	89	±4

NR: Not reportable

49. Any Incident scale: Constructed from Q45 and Q48. Any Incident reflects whether Service members indicated they experienced any type of bothersome behaviors or situations.

	Percent Responding		Percentages	Max ME	Any Incident
			Incident Rate		
<b>TOTAL DOD</b>	100	±0	60	±2	
Army	100	±0	65	±2	
Navy	100	±0	65	±3	
Marine Corps	100	±0	62	±4	
Air Force	100	±0	45	±3	
Enlisted	100	±0	62	±2	
E1 – E4	100	±0	65	±3	
E5 – E9	100	±0	60	±2	
Officers	100	±0	47	±3	
O1 – O3	100	±0	48	±4	
O4 – O6	100	±0	43	±4	
Male	100	±0	59	±2	
Female	100	±0	64	±3	
Not Deployed Past 12 Months	100	±0	56	±2	
Deployed Past 12 Months	100	±0	65	±2	
<b>WHITE</b>	100	±0	56	±2	
Army	100	±0	61	±3	
Navy	100	±0	61	±4	
Marine Corps	100	±0	58	±5	
Air Force	100	±0	41	±3	
Enlisted	100	±0	59	±2	
E1 – E4	100	±0	62	±4	
E5 – E9	100	±0	56	±3	
Officers	100	±0	43	±4	
O1 – O3	100	±0	44	±5	
O4 – O6	100	±0	39	±5	
<b>BLACK</b>	100	±0	66	±3	
Army	100	±0	68	±4	
Navy	100	±0	72	±4	
Marine Corps	100	±0	67	±5	
Air Force	100	±0	53	±4	
Enlisted	100	±0	66	±3	
E1 – E4	100	±0	66	±5	
E5 – E9	100	±0	67	±3	
Officers	100	±0	62	±4	
O1 – O3	100	±0	63	±5	
O4 – O6	100	±0	60	±5	
<b>HISPANIC</b>	100	±0	67	±3	
Army	100	±0	72	±4	
Navy	100	±0	69	±5	
Marine Corps	100	±0	69	±6	
Air Force	100	±0	53	±6	
Enlisted	100	±0	68	±3	
E1 – E4	100	±0	72	±5	
E5 – E9	100	±0	65	±3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey (Q45/Q48).

49. Continued	Percent Responding		Percentages	Max ME	Any Incident
			Incident Rate		
Officers	100	±0	59	±6	
O1 – O3	100	±0	59	±8	
O4 – O6	100	±0	52	±7	
AIAN	100	±0	70	±8	
Army	100	±0	70	±14	
Navy	100	±0	74	±9	
Marine Corps	100	±0	73	±18	
Air Force	100	±0	59	±17	
Enlisted	100	±0	70	±8	
E1 – E4	100	±0	71	±14	
E5 – E9	100	±0	69	±8	
Officers	100	±0	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±0	NR		
ASIAN	100	±0	64	±3	
Army	100	±0	70	±6	
Navy	100	±0	70	±5	
Marine Corps	100	±0	61	±12	
Air Force	100	±0	46	±6	
Enlisted	100	±0	67	±4	
E1 – E4	100	±0	73	±5	
E5 – E9	100	±0	63	±5	
Officers	100	±0	48	±7	
O1 – O3	100	±0	48	±9	
O4 – O6	100	±0	46	±11	
NHPI	100	±0	61	±10	
Army	100	±0	64	±16	
Navy	100	±0	70	±11	
Marine Corps	100	±0	65	±13	
Air Force	100	±0	39	±10	
Enlisted	100	±0	62	±10	
Officers	100	±0	NR		
TWO OR MORE RACES	100	±0	70	±6	
Army	100	±0	81	±10	
Navy	100	±0	65	±10	
Marine Corps	100	±0	77	±15	
Air Force	100	±0	56	±9	
Enlisted	100	±0	71	±6	
E1 – E4	100	±0	73	±9	
E5 – E9	100	±0	69	±8	
Officers	100	±0	62	±12	
O1 – O3	100	±0	58	±15	
O4 – O6	100	±0	NR		
COAST GUARD	100	±0	53	±3	
White	100	±0	50	±4	
Black	100	±0	69	±3	
Hispanic	100	±0	61	±5	
Other Race/Ethnicity	100	±0	57	±7	
Enlisted	100	±0	54	±4	
Officers	100	±0	46	±4	
Male	100	±0	52	±3	
Female	100	±0	60	±3	
Not Deployed Past 12 Months	100	±0	51	±3	
Deployed Past 12 Months	100	±0	59	±6	

NR: Not reportable

49. Assignment/Career Discrimination scale: Constructed from Q48e, j-n, q, and Q49. Assignment/Career reflects the extent to which Service members believe an aspect of their current military assignment or career progression was hampered because of their race/ethnicity.

	Percent Responding		Percentages	Max ME	Assignment/Career
			Incident Rate		
TOTAL DOD	100	±0	3	±1	
Army	100	±0	5	±1	
Navy	100	±0	3	±1	
Marine Corps	100	±0	2	±1	
Air Force	100	±0	2	±1	
Enlisted	100	±0	4	±1	
E1 – E4	100	±0	4	±1	
E5 – E9	100	±0	3	±1	
Officers	100	±0	2	±1	
O1 – O3	100	±0	2	±1	
O4 – O6	100	±0	2	±1	
Male	100	±0	3	±1	
Female	100	±0	5	±2	
Not Deployed Past 12 Months	100	±0	3	±1	
Deployed Past 12 Months	100	±0	4	±1	
WHITE	100	±0	2	±1	
Army	100	±0	3	±2	
Navy	100	±0	2	±2	
Marine Corps	100	±0	1	±2	
Air Force	100	±0	1	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	0	±2	
O4 – O6	100	±0	1	±2	
BLACK	100	±0	6	±2	
Army	100	±0	7	±3	
Navy	100	±0	5	±2	
Marine Corps	100	±0	6	±4	
Air Force	100	±0	5	±2	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	7	±4	
E5 – E9	100	±0	5	±2	
Officers	100	±0	8	±2	
O1 – O3	100	±0	8	±3	
O4 – O6	100	±0	11	±3	
HISPANIC	100	±0	5	±2	
Army	100	±0	8	±3	
Navy	100	±0	5	±4	
Marine Corps	100	±0	2	±4	
Air Force	100	±0	2	±2	
Enlisted	100	±0	5	±2	
E1 – E4	100	±0	5	±3	
E5 – E9	100	±0	5	±2	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q48/49). Cronbach's coefficient alpha = 0.95.

49. Continued	Percent Responding		Percentages	Max ME	Assignment/ Career
			Incident Rate		
Officers	100	±0	3	±2	
O1 – O3	100	±0	2	±2	
O4 – O6	100	±0	3	±2	
AIAN	100	±0	8	±9	
Army	100	±0	15	±17	
Navy	100	±0	3	±5	
Marine Corps	100	±0	1	±2	
Air Force	100	±0	1	±2	
Enlisted	100	±0	9	±10	
E1 – E4	100	±0	NR		
E5 – E9	100	±0	6	±10	
Officers	100	±0	1	±2	
O1 – O3	100	±0	1	±3	
O4 – O6	100	±0	1	±3	
ASIAN	100	±0	5	±2	
Army	100	±0	8	±5	
Navy	100	±0	4	±2	
Marine Corps	100	±0	2	±3	
Air Force	100	±0	2	±1	
Enlisted	100	±0	4	±2	
E1 – E4	100	±0	4	±3	
E5 – E9	100	±0	5	±2	
Officers	100	±0	6	±7	
O1 – O3	100	±0	7	±12	
O4 – O6	100	±0	5	±3	
NHPI	100	±0	6	±7	
Army	100	±0	6	±13	
Navy	100	±0	11	±15	
Marine Corps	100	±0	3	±5	
Air Force	100	±0	1	±2	
Enlisted	100	±0	6	±7	
Officers	100	±0	1	±2	
TWO OR MORE RACES	100	±0	5	±4	
Army	100	±0	8	±10	
Navy	100	±0	2	±3	
Marine Corps	100	±0	NR		
Air Force	100	±0	4	±5	
Enlisted	100	±0	5	±5	
E1 – E4	100	±0	5	±8	
E5 – E9	100	±0	5	±5	
Officers	100	±0	2	±2	
O1 – O3	100	±0	1	±3	
O4 – O6	100	±0	4	±5	
COAST GUARD	100	±0	1	±1	
White	100	±0	0	±1	
Black	100	±0	5	±2	
Hispanic	100	±0	3	±3	
Other Race/Ethnicity	100	±0	3	±2	
Enlisted	100	±0	1	±1	
Officers	100	±0	1	±1	
Male	100	±0	1	±1	
Female	100	±0	2	±3	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	1	±2	

NR: Not reportable

**49. Evaluation Discrimination scale: Constructed from Q48a-d and Q49. Evaluation reflects Service members' perceptions that race/ethnicity influenced some aspect of their military performance evaluation.**

	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
<b>TOTAL DOD</b>	100	±0	3	±1	
Army	100	±0	5	±1	
Navy	100	±0	3	±1	
Marine Corps	100	±0	2	±2	
Air Force	100	±0	2	±1	
Enlisted	100	±0	4	±1	
E1 – E4	100	±0	4	±2	
E5 – E9	100	±0	3	±1	
Officers	100	±0	2	±1	
O1 – O3	100	±0	2	±1	
O4 – O6	100	±0	2	±1	
Male	100	±0	3	±1	
Female	100	±0	4	±2	
Not Deployed Past 12 Months	100	±0	3	±1	
Deployed Past 12 Months	100	±0	4	±1	
<b>WHITE</b>	100	±0	2	±1	
Army	100	±0	3	±2	
Navy	100	±0	2	±2	
Marine Corps	100	±0	1	±2	
Air Force	100	±0	1	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
O1 – O3	100	±0	0	±1	
O4 – O6	100	±0	1	±2	
<b>BLACK</b>	100	±0	6	±2	
Army	100	±0	8	±3	
Navy	100	±0	5	±2	
Marine Corps	100	±0	5	±2	
Air Force	100	±0	5	±2	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	6	±4	
E5 – E9	100	±0	6	±2	
Officers	100	±0	9	±3	
O1 – O3	100	±0	9	±3	
O4 – O6	100	±0	10	±3	
<b>HISPANIC</b>	100	±0	6	±2	
Army	100	±0	9	±3	
Navy	100	±0	5	±3	
Marine Corps	100	±0	5	±9	
Air Force	100	±0	3	±3	
Enlisted	100	±0	6	±2	
E1 – E4	100	±0	7	±4	
E5 – E9	100	±0	5	±2	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q48/49). Cronbach's coefficient alpha = 0.93.

49. Continued	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
Officers	100	±0	5	±4	
O1 – O3	100	±0	5	±8	
O4 – O6	100	±0	4	±2	
AIAN	100	±0	13	±13	
Army	100	±0	NR		
Navy	100	±0	NR		
Marine Corps	100	±0	NR		
Air Force	100	±0	NR		
Enlisted	100	±0	14	±14	
E1 – E4	100	±0	NR		
E5 – E9	100	±0	6	±9	
Officers	100	±0	NR		
O1 – O3	100	±0	NR		
O4 – O6	100	±0	1	±3	
ASIAN	100	±0	6	±2	
Army	100	±0	7	±3	
Navy	100	±0	7	±5	
Marine Corps	100	±0	2	±3	
Air Force	100	±0	2	±2	
Enlisted	100	±0	6	±3	
E1 – E4	100	±0	5	±6	
E5 – E9	100	±0	6	±2	
Officers	100	±0	4	±2	
O1 – O3	100	±0	2	±2	
O4 – O6	100	±0	5	±3	
NHPI	100	±0	6	±7	
Army	100	±0	7	±12	
Navy	100	±0	13	±15	
Marine Corps	100	±0	2	±4	
Air Force	100	±0	1	±1	
Enlisted	100	±0	7	±7	
Officers	100	±0	0	±2	
TWO OR MORE RACES	100	±0	4	±4	
Army	100	±0	8	±12	
Navy	100	±0	1	±2	
Marine Corps	100	±0	4	±9	
Air Force	100	±0	3	±4	
Enlisted	100	±0	4	±5	
E1 – E4	100	±0	5	±10	
E5 – E9	100	±0	4	±4	
Officers	100	±0	4	±8	
O1 – O3	100	±0	5	±12	
O4 – O6	100	±0	3	±5	
COAST GUARD	100	±0	2	±1	
White	100	±0	1	±1	
Black	100	±0	7	±2	
Hispanic	100	±0	4	±3	
Other Race/Ethnicity	100	±0	2	±1	
Enlisted	100	±0	2	±1	
Officers	100	±0	3	±3	
Male	100	±0	2	±1	
Female	100	±0	2	±3	
Not Deployed Past 12 Months	100	±0	2	±1	
Deployed Past 12 Months	100	±0	2	±2	

NR: Not reportable



49. Training/Test Score Discrimination scale: Constructed from Q48f-i and Q49. Training/Test Score reflects the extent to which Service members believed their race/ethnicity influenced the availability of military training and the assignment of military training scores/grades.

	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
TOTAL DOD	100	±0	1	±1	
Army	100	±0	2	±1	
Navy	100	±0	2	±1	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	0	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	1	±1	
Male	100	±0	1	±1	
Female	100	±0	1	±1	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	2	±1	
WHITE	100	±0	1	±1	
Army	100	±0	1	±1	
Navy	100	±0	1	±1	
Marine Corps	100	±0	0	±2	
Air Force	100	±0	0	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	0	±1	
Officers	100	±0	0	±1	
O1 – O3	100	±0	0	±0	
O4 – O6	100	±0	0	±2	
BLACK	100	±0	3	±2	
Army	100	±0	3	±3	
Navy	100	±0	2	±2	
Marine Corps	100	±0	3	±4	
Air Force	100	±0	1	±2	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	4	±4	
E5 – E9	100	±0	2	±1	
Officers	100	±0	3	±2	
O1 – O3	100	±0	2	±2	
O4 – O6	100	±0	3	±2	
HISPANIC	100	±0	3	±2	
Army	100	±0	4	±3	
Navy	100	±0	5	±5	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	1	±3	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	4	±3	
E5 – E9	100	±0	3	±2	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q48/49). Cronbach's coefficient alpha = 0.91.

49. Continued	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
Officers	100	±0	2	±2	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	2	±2	
AIAN	100	±0	5	±10	
Army	100	±0	NR		
Navy	100	±0	2	±5	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	0	±1	
Enlisted	100	±0	6	±11	
E1 – E4	100	±0	NR		
E5 – E9	100	±0	2	±2	
Officers	100	±0	0	±1	
O1 – O3	100	±0	0	±0	
O4 – O6	100	±0	0	±2	
ASIAN	100	±0	3	±2	
Army	100	±0	5	±4	
Navy	100	±0	3	±2	
Marine Corps	100	±0	0	±1	
Air Force	100	±0	1	±1	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	3	±2	
Officers	100	±0	2	±6	
O1 – O3	100	±0	NR		
O4 – O6	100	±0	1	±2	
NHPI	100	±0	3	±3	
Army	100	±0	1	±2	
Navy	100	±0	11	±16	
Marine Corps	100	±0	2	±4	
Air Force	100	±0	1	±2	
Enlisted	100	±0	3	±4	
Officers	100	±0	0	±2	
TWO OR MORE RACES	100	±0	1	±2	
Army	100	±0	2	±4	
Navy	100	±0	0	±1	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	1	±3	
Enlisted	100	±0	1	±2	
E1 – E4	100	±0	0	±1	
E5 – E9	100	±0	1	±3	
Officers	100	±0	3	±9	
O1 – O3	100	±0	NR		
O4 – O6	100	±0	3	±4	
COAST GUARD	100	±0	0	±1	
White	100	±0	0	±1	
Black	100	±0	2	±1	
Hispanic	100	±0	2	±3	
Other Race/Ethnicity	100	±0	1	±1	
Enlisted	100	±0	1	±1	
Officers	100	±0	0	±1	
Male	100	±0	0	±1	
Female	100	±0	1	±4	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	0	±1	

NR: Not reportable

49. Undue Punishment scale: Constructed from Q48o-p and Q49. Undue Punishment reflects Service members' perceptions that race/ethnicity influenced whether and how they were punished by the military.

	Percent Responding		Percentages	Max ME	Undue Punishment
			Incident Rate		
TOTAL DOD	100	±0	2	±1	
Army	100	±0	3	±1	
Navy	100	±0	1	±1	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	1	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	3	±1	
E5 – E9	100	±0	1	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	0	±1	
Male	100	±0	2	±1	
Female	100	±0	2	±1	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	2	±1	
WHITE	100	±0	1	±1	
Army	100	±0	2	±2	
Navy	100	±0	1	±1	
Marine Corps	100	±0	1	±2	
Air Force	100	±0	1	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	1	±1	
Officers	100	±0	0	±1	
O1 – O3	100	±0	0	±0	
O4 – O6	100	±0	0	±2	
BLACK	100	±0	3	±2	
Army	100	±0	4	±3	
Navy	100	±0	3	±2	
Marine Corps	100	±0	3	±2	
Air Force	100	±0	3	±2	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	5	±4	
E5 – E9	100	±0	2	±2	
Officers	100	±0	3	±2	
O1 – O3	100	±0	3	±2	
O4 – O6	100	±0	2	±2	
HISPANIC	100	±0	3	±2	
Army	100	±0	5	±3	
Navy	100	±0	1	±2	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	1	±3	
Enlisted	100	±0	3	±2	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	2	±2	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q48/49). Cronbach's coefficient alpha = 0.92.

49. Continued	Percent Responding		Percentages	Max ME	Undue Punishment
			Incident Rate		
Officers	100	±0	1	±2	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	1	±2	
AIAN	100	±0	4	±5	
Army	100	±0	7	±11	
Navy	100	±0	3	±5	
Marine Corps	100	±0	1	±2	
Air Force	100	±0	0	±1	
Enlisted	100	±0	5	±6	
E1 – E4	100	±0	5	±8	
E5 – E9	100	±0	5	±10	
Officers	100	±0	0	±1	
O1 – O3	100	±0	0	±1	
O4 – O6	100	±0	0	±0	
ASIAN	100	±0	2	±2	
Army	100	±0	5	±4	
Navy	100	±0	2	±2	
Marine Corps	100	±0	1	±3	
Air Force	100	±0	1	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	3	±2	
E5 – E9	100	±0	2	±2	
Officers	100	±0	3	±8	
O1 – O3	100	±0	NR		
O4 – O6	100	±0	1	±2	
NHPI	100	±0	4	±8	
Army	100	±0	NR		
Navy	100	±0	NR		
Marine Corps	100	±0	2	±5	
Air Force	100	±0	0	±1	
Enlisted	100	±0	4	±8	
Officers	100	±0	0	±2	
TWO OR MORE RACES	100	±0	2	±3	
Army	100	±0	3	±10	
Navy	100	±0	1	±2	
Marine Corps	100	±0	4	±9	
Air Force	100	±0	1	±3	
Enlisted	100	±0	3	±3	
E1 – E4	100	±0	4	±6	
E5 – E9	100	±0	1	±3	
Officers	100	±0	1	±2	
O1 – O3	100	±0	1	±3	
O4 – O6	100	±0	0	±3	
COAST GUARD	100	±0	1	±1	
White	100	±0	0	±1	
Black	100	±0	4	±2	
Hispanic	100	±0	3	±3	
Other Race/Ethnicity	100	±0	1	±1	
Enlisted	100	±0	1	±1	
Officers	100	±0	0	±1	
Male	100	±0	1	±1	
Female	100	±0	2	±3	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	0	±1	

NR: Not reportable

49. Providers/Authorities scale: Constructed from Q48r-t and Q49. Providers/Authorities reflects Service members' perceptions that race/ethnicity influenced the quality of their interactions with military service providers and authorities.

	Percent Responding		Percentages	Max	Services
			Incident Rate	ME	
TOTAL DOD	100	±0	2	±1	
Army	100	±0	3	±1	
Navy	100	±0	2	±1	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	1	±1	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	1	±1	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	1	±1	
Male	100	±0	2	±1	
Female	100	±0	2	±2	
Not Deployed Past 12 Months	100	±0	2	±1	
Deployed Past 12 Months	100	±0	2	±1	
WHITE	100	±0	1	±1	
Army	100	±0	2	±2	
Navy	100	±0	1	±1	
Marine Corps	100	±0	0	±1	
Air Force	100	±0	1	±1	
Enlisted	100	±0	1	±1	
E1 – E4	100	±0	1	±1	
E5 – E9	100	±0	2	±1	
Officers	100	±0	0	±1	
O1 – O3	100	±0	1	±2	
O4 – O6	100	±0	0	±2	
BLACK	100	±0	3	±2	
Army	100	±0	4	±3	
Navy	100	±0	3	±2	
Marine Corps	100	±0	3	±2	
Air Force	100	±0	2	±2	
Enlisted	100	±0	4	±2	
E1 – E4	100	±0	5	±4	
E5 – E9	100	±0	3	±2	
Officers	100	±0	3	±2	
O1 – O3	100	±0	3	±2	
O4 – O6	100	±0	4	±2	
HISPANIC	100	±0	2	±1	
Army	100	±0	4	±2	
Navy	100	±0	3	±2	
Marine Corps	100	±0	0	±1	
Air Force	100	±0	1	±2	
Enlisted	100	±0	2	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	2	±2	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q48/49). Cronbach's coefficient alpha = 0.95.

49. Continued	Percent Responding		Percentages	Max ME	Services
			Incident Rate		
Officers	100	±0	2	±5	
O1 – O3	100	±0	1	±1	
O4 – O6	100	±0	1	±2	
AIAN	100	±0	5	±10	
Army	100	±0	NR		
Navy	100	±0	2	±5	
Marine Corps	100	±0	0	±1	
Air Force	100	±0	1	±1	
Enlisted	100	±0	6	±11	
E1 – E4	100	±0	NR		
E5 – E9	100	±0	5	±11	
Officers	100	±0	0	±1	
O1 – O3	100	±0	0	±0	
O4 – O6	100	±0	1	±2	
ASIAN	100	±0	3	±1	
Army	100	±0	5	±4	
Navy	100	±0	2	±2	
Marine Corps	100	±0	1	±1	
Air Force	100	±0	1	±1	
Enlisted	100	±0	3	±1	
E1 – E4	100	±0	2	±2	
E5 – E9	100	±0	3	±2	
Officers	100	±0	3	±6	
O1 – O3	100	±0	3	±9	
O4 – O6	100	±0	2	±2	
NHPI	100	±0	2	±2	
Army	100	±0	2	±4	
Navy	100	±0	4	±6	
Marine Corps	100	±0	2	±4	
Air Force	100	±0	1	±2	
Enlisted	100	±0	2	±2	
Officers	100	±0	NR		
TWO OR MORE RACES	100	±0	2	±3	
Army	100	±0	2	±6	
Navy	100	±0	2	±2	
Marine Corps	100	±0	NR		
Air Force	100	±0	3	±8	
Enlisted	100	±0	2	±3	
E1 – E4	100	±0	1	±2	
E5 – E9	100	±0	3	±6	
Officers	100	±0	NR		
O1 – O3	100	±0	0	±1	
O4 – O6	100	±0	1	±2	
COAST GUARD	100	±0	1	±1	
White	100	±0	0	±1	
Black	100	±0	3	±2	
Hispanic	100	±0	2	±3	
Other Race/Ethnicity	100	±0	1	±1	
Enlisted	100	±0	1	±1	
Officers	100	±0	1	±1	
Male	100	±0	1	±1	
Female	100	±0	1	±4	
Not Deployed Past 12 Months	100	±0	1	±1	
Deployed Past 12 Months	100	±0	0	±1	









































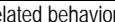




NR: Not reportable

**50. Do you think that DoD and your Service have a responsibility to prevent the behaviors which you marked as happening to you?**

1. Yes, all of it

2. Yes, some of it

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
<b>TOTAL DOD</b>	48	±2	29	45	26	±2	74.0	±2.0	
Army	53	±3	30	47	23	±3	77.0	±3.0	
Navy	53	±3	30	45	26	±3	74.0	±3.0	
Marine Corps	48	±4	23	43	34	±6	66.0	±6.0	
Air Force	36	±2	30	41	30	±4	70.0	±4.0	
Enlisted	51	±2	29	45	26	±2	74.0	±2.0	
E1 – E4	54	±3	27	45	28	±4	72.0	±3.0	
E5 – E9	48	±2	30	45	25	±3	75.0	±2.0	
Officers	36	±3	28	46	26	±5	74.0	±4.0	
O1 – O3	36	±4	23	47	29	±6	71.0	±6.0	
O4 – O6	34	±4	34	42	24	±7	76.0	±6.0	
Male	48	±2	28	44	27	±2	73.0	±2.0	
Female	52	±3	30	49	21	±4	79.0	±4.0	
Not Deployed Past 12 Months	46	±2	29	44	27	±3	73.0	±3.0	
Deployed Past 12 Months	53	±2	28	47	25	±3	75.0	±3.0	
<b>WHITE</b>	46	±2	27	45	28	±3	72.0	±3.0	
Army	51	±3	29	46	25	±5	75.0	±4.0	
Navy	51	±4	27	47	27	±5	73.0	±5.0	
Marine Corps	47	±5	22	45	34	±8	66.0	±8.0	
Air Force	34	±3	27	40	33	±5	67.0	±5.0	
Enlisted	49	±2	27	45	28	±3	72.0	±3.0	
E1 – E4	52	±4	27	45	28	±5	72.0	±5.0	
E5 – E9	46	±3	26	45	29	±4	71.0	±4.0	
Officers	33	±3	25	46	29	±6	71.0	±6.0	
O1 – O3	34	±5	20	49	31	±8	69.0	±8.0	
O4 – O6	32	±5	34	40	26	±8	74.0	±8.0	
<b>BLACK</b>	53	±3	35	44	21	±4	79.0	±3.0	
Army	55	±5	33	46	21	±6	79.0	±6.0	
Navy	57	±4	36	41	22	±6	78.0	±5.0	
Marine Corps	52	±5	31	45	24	±6	76.0	±6.0	
Air Force	43	±4	38	42	21	±6	79.0	±6.0	
Enlisted	53	±3	34	44	22	±4	78.0	±4.0	
E1 – E4	55	±5	26	45	29	±7	71.0	±7.0	
E5 – E9	53	±3	40	43	17	±4	83.0	±3.0	
Officers	47	±4	37	45	18	±6	82.0	±6.0	
O1 – O3	45	±5	32	45	23	±10	77.0	±10.0	
O4 – O6	47	±5	42	44	14	±8	86.0	±5.0	
<b>HISPANIC</b>	53	±3	28	45	27	±4	73.0	±4.0	
Army	57	±5	29	51	20	±6	80.0	±5.0	
Navy	57	±5	31	40	29	±7	71.0	±7.0	
Marine Corps	52	±7	22	40	38	±11	62.0	±11.0	
Air Force	40	±6	30	42	28	±9	72.0	±9.0	
Enlisted	54	±3	28	44	28	±4	72.0	±4.0	
E1 – E4	58	±5	26	45	29	±7	71.0	±7.0	
E5 – E9	51	±4	30	44	26	±5	74.0	±4.0	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q48).

50. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
Officers	40	±6	35	49	16	±10	84.0	±5.0	
O1 – O3	37	±7	33	45	21	±12	79.0	±7.0	
O4 – O6	37	±7	35	47	18	±11	82.0	±6.0	
AIAN	54	±9	36	45	19	±14	81.0	±8.0	
Army	56	±14	NR	NR	19	±14	81.0	±14.0	
Navy	58	±12	NR	34	21	±14	79.0	±11.0	
Marine Corps	52	±24	NR	NR	NR		NR		
Air Force	47	±18	NR	NR	15	±13	85.0	±13.0	
Enlisted	54	±9	38	41	21	±14	79.0	±9.0	
E1 – E4	52	±15	NR	NR	19	±11	81.0	±11.0	
E5 – E9	55	±10	44	32	24	±15	76.0	±13.0	
Officers	57	±25	NR	NR	7	±10	93.0	±10.0	
O1 – O3	66	±22	NR	NR	NR		NR		
O4 – O6	61	±39	NR	NR	3	±10	97.0	±10.0	
ASIAN	49	±4	27	48	25	±5	75.0	±5.0	
Army	55	±6	25	52	23	±10	77.0	±8.0	
Navy	53	±5	29	51	20	±8	80.0	±5.0	
Marine Corps	47	±13	18	37	NR	±16	NR		
Air Force	34	±6	31	38	31	±11	69.0	±11.0	
Enlisted	52	±4	27	49	24	±6	76.0	±6.0	
E1 – E4	56	±6	22	50	28	±10	72.0	±10.0	
E5 – E9	49	±5	31	49	20	±7	80.0	±5.0	
Officers	36	±7	29	40	31	±12	69.0	±12.0	
O1 – O3	36	±9	32	37	30	±17	70.0	±15.0	
O4 – O6	35	±10	22	43	NR	±15	NR		
NHPI	48	±9	23	53	24	±13	76.0	±12.0	
Army	48	±15	15	NR	NR	±12	NR		
Navy	62	±12	NR	NR	NR		NR		
Marine Corps	52	±13	15	33	NR	±16	NR		
Air Force	29	±8	36	33	31	±9	69.0	±8.0	
Enlisted	48	±10	24	52	24	±13	76.0	±12.0	
Officers	44	±37	NR	NR	NR		NR		
TWO OR MORE RACES	57	±6	32	46	23	±9	77.0	±8.0	
Army	74	±10	33	52	15	±15	85.0	±11.0	
Navy	54	±9	31	43	25	±14	75.0	±14.0	
Marine Corps	55	±19	NR	NR	NR		NR		
Air Force	39	±9	36	40	24	±14	76.0	±11.0	
Enlisted	59	±7	31	48	22	±9	78.0	±8.0	
E1 – E4	62	±10	33	43	24	±14	76.0	±13.0	
E5 – E9	55	±8	28	54	19	±11	81.0	±9.0	
Officers	46	±12	NR	NR	NR		NR		
O1 – O3	42	±15	NR	NR	NR		NR		
O4 – O6	52	±21	NR	NR	NR		NR		
COAST GUARD	40	±3	25	47	28	±4	72.0	±4.0	
White	38	±4	24	49	27	±6	73.0	±6.0	
Black	55	±4	40	36	24	±5	76.0	±4.0	
Hispanic	46	±4	23	50	28	±6	72.0	±5.0	
Other Race/Ethnicity	42	±6	26	36	37	±10	63.0	±10.0	
Enlisted	41	±3	25	46	28	±5	72.0	±5.0	
Officers	37	±4	25	49	26	±7	74.0	±6.0	
Male	39	±3	24	46	29	±5	71.0	±5.0	
Female	49	±3	31	48	21	±5	79.0	±4.0	
Not Deployed Past 12 Months	39	±3	26	46	28	±5	72.0	±5.0	
Deployed Past 12 Months	46	±6	25	49	27	±9	73.0	±8.0	

NR: Not reportable



**51. What behavior(s) did you experience during the situation? {Subitems a-f}**

- a. Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress
- b. Race/ethnicity-related threats, intimidation, vandalism, or physical assault
- c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential
- d. Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations
- e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity
- f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
<b>TOTAL DOD</b>	57	±2	15	4	10	9	3	4	±2
Army	61	±3	18	5	14	11	4	6	±3
Navy	62	±3	15	4	9	8	3	4	±3
Marine Corps	58	±4	16	4	7	8	4	5	±4
Air Force	43	±3	9	2	6	6	3	2	±2
Enlisted	59	±2	16	4	10	9	4	5	±2
E1 – E4	61	±3	17	6	12	11	5	6	±3
E5 – E9	57	±2	14	3	9	8	2	4	±2
Officers	45	±3	13	2	7	6	2	1	±3
O1 – O3	46	±4	14	3	6	5	2	1	±4
O4 – O6	41	±4	11	1	8	6	2	1	±4
Male	56	±2	15	4	10	9	3	4	±2
Female	60	±3	16	3	12	9	3	4	±3
Not Deployed Past 12 Months	53	±2	13	3	9	8	3	4	±2
Deployed Past 12 Months	62	±2	18	5	12	10	4	5	±3
<b>WHITE</b>	53	±2	14	3	8	6	3	3	±2
Army	57	±3	16	5	11	8	3	4	±4
Navy	59	±4	14	4	7	6	2	2	±4
Marine Corps	55	±5	14	4	5	6	4	5	±6
Air Force	40	±3	6	1	3	4	2	2	±3
Enlisted	56	±2	14	4	8	7	3	4	±2
E1 – E4	58	±4	15	5	10	9	5	5	±4
E5 – E9	54	±3	13	2	7	5	1	3	±3
Officers	42	±3	12	2	4	4	2	1	±4
O1 – O3	43	±5	13	2	3	3	2	0	±6
O4 – O6	37	±5	9	2	6	4	2	1	±6
<b>BLACK</b>	62	±3	19	4	14	14	5	5	±3
Army	65	±4	19	4	16	16	4	5	±5
Navy	68	±4	18	3	13	10	5	5	±5
Marine Corps	63	±5	24	5	9	14	6	4	±7
Air Force	51	±4	15	3	13	15	6	4	±5
Enlisted	63	±3	19	4	13	14	5	5	±3
E1 – E4	62	±5	21	6	14	13	7	5	±6
E5 – E9	63	±3	17	3	13	14	4	5	±3
Officers	60	±4	17	2	20	16	2	3	±5
O1 – O3	61	±5	18	1	16	14	2	3	±6
O4 – O6	59	±5	13	1	24	21	2	3	±6
<b>HISPANIC</b>	63	±3	15	5	12	11	4	7	±3
Army	67	±4	18	7	17	15	6	8	±5
Navy	64	±5	15	2	11	11	3	5	±6
Marine Corps	64	±6	15	4	8	8	5	6	±7
Air Force	51	±6	11	3	7	7	3	4	±5
Enlisted	63	±3	16	5	12	12	5	7	±3
E1 – E4	66	±5	15	6	14	13	6	8	±5
E5 – E9	61	±3	16	4	11	10	3	6	±4

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

51. Continued	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
Officers	58	±6	14	1	10	7	1	1	±6
O1 – O3	58	±7	11	1	10	10	1	1	±12
O4 – O6	50	±7	26	1	10	7	2	3	±14
AIAN	63	±8	19	11	23	24	4	9	±16
Army	61	±14	17	NR	NR	NR	7	NR	±12
Navy	67	±11	NR	NR	NR	NR	2	8	±9
Marine Corps	70	±17	6	1	NR	NR	0	2	±8
Air Force	58	±16	NR	3	4	NR	2	2	±5
Enlisted	62	±9	19	11	24	26	4	10	±18
E1 – E4	65	±13	16	NR	NR	NR	6	NR	±12
E5 – E9	60	±10	23	3	13	18	3	5	±15
Officers	68	±22	NR	NR	NR	NR	1	1	±2
O1 – O3	76	±16	NR	NR	NR	NR	0	1	±3
O4 – O6	74	±29	4	1	2	1	NR	1	±10
ASIAN	61	±3	17	5	12	12	4	7	±4
Army	67	±6	22	5	18	16	5	10	±10
Navy	67	±5	15	4	10	12	3	6	±7
Marine Corps	58	±12	16	4	8	7	2	3	±8
Air Force	45	±6	17	6	9	6	2	2	±10
Enlisted	65	±4	18	5	12	12	4	7	±5
E1 – E4	70	±5	20	5	11	12	5	7	±9
E5 – E9	60	±5	15	6	13	12	3	7	±5
Officers	46	±7	17	2	12	13	2	6	±10
O1 – O3	46	±9	20	2	11	13	2	NR	±17
O4 – O6	44	±11	14	1	13	13	3	3	±6
NHPI	56	±10	18	11	20	18	13	11	±12
Army	60	±15	NR	10	22	20	NR	11	±18
Navy	58	±14	NR	NR	NR	NR	NR	NR	
Marine Corps	62	±13	14	NR	NR	NR	NR	NR	±10
Air Force	38	±9	11	3	6	5	4	3	±5
Enlisted	57	±10	19	11	21	19	14	12	±13
Officers	50	±36	5	NR	2	1	NR	1	±12
TWO OR MORE RACES	66	±6	20	6	12	7	3	6	±8
Army	75	±10	31	9	20	9	0	NR	±16
Navy	60	±9	15	NR	9	9	NR	NR	±12
Marine Corps	75	±13	13	NR	3	2	NR	6	±16
Air Force	54	±9	11	1	7	5	2	3	±10
Enlisted	68	±6	22	6	13	8	3	6	±9
E1 – E4	69	±9	29	7	15	9	4	9	±14
E5 – E9	67	±8	13	3	11	7	1	3	±10
Officers	54	±12	7	NR	8	3	1	2	±13
O1 – O3	51	±15	6	NR	NR	3	1	2	±6
O4 – O6	56	±21	11	0	8	4	1	1	±11
COAST GUARD	50	±3	12	3	6	7	4	3	±3
White	48	±4	9	3	5	6	3	3	±4
Black	66	±3	20	3	12	11	5	3	±4
Hispanic	59	±5	19	5	10	10	5	5	±5
Other Race/Ethnicity	53	±7	14	3	5	5	2	2	±6
Enlisted	52	±4	12	4	6	7	4	3	±3
Officers	45	±4	10	1	5	7	0	1	±5
Male	49	±3	12	3	6	7	4	3	±3
Female	57	±3	12	4	8	8	3	4	±5
Not Deployed Past 12 Months	49	±3	11	3	6	6	3	3	±3
Deployed Past 12 Months	56	±6	15	3	6	9	5	3	±7

NR: Not reportable

**51. What behavior(s) did you experience during the situation? {Subitems g-h}**

- g. Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity
- h. Other ways in which you have been bothered or hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity

	Percent Responding		Percentages		Max ME
			g	h	
TOTAL DOD	57	±2	4	5	±1
Army	61	±3	5	6	±2
Navy	62	±3	4	5	±2
Marine Corps	58	±4	5	6	±3
Air Force	43	±3	2	3	±2
Enlisted	59	±2	4	5	±1
E1 – E4	61	±3	5	6	±2
E5 – E9	57	±2	4	5	±1
Officers	45	±3	2	4	±2
O1 – O3	46	±4	2	4	±3
O4 – O6	41	±4	2	4	±3
Male	56	±2	4	5	±1
Female	60	±3	4	7	±2
Not Deployed Past 12 Months	53	±2	4	5	±1
Deployed Past 12 Months	62	±2	5	6	±2
WHITE	53	±2	3	4	±2
Army	57	±3	3	5	±3
Navy	59	±4	2	4	±3
Marine Corps	55	±5	6	5	±5
Air Force	40	±3	1	2	±2
Enlisted	56	±2	3	5	±2
E1 – E4	58	±4	4	5	±3
E5 – E9	54	±3	3	4	±2
Officers	42	±3	2	3	±2
O1 – O3	43	±5	1	2	±4
O4 – O6	37	±5	2	3	±4
BLACK	62	±3	5	5	±2
Army	65	±4	6	5	±4
Navy	68	±4	5	5	±3
Marine Corps	63	±5	6	8	±6
Air Force	51	±4	5	6	±3
Enlisted	63	±3	6	5	±2
E1 – E4	62	±5	6	6	±4
E5 – E9	63	±3	5	5	±3
Officers	60	±4	3	7	±3
O1 – O3	61	±5	4	5	±3
O4 – O6	59	±5	4	10	±4
HISPANIC	63	±3	5	7	±2
Army	67	±4	6	9	±4
Navy	64	±5	4	4	±4
Marine Corps	64	±6	4	8	±8
Air Force	51	±6	2	5	±4
Enlisted	63	±3	5	7	±3
E1 – E4	66	±5	6	7	±4
E5 – E9	61	±3	5	7	±3

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

51. Continued	Percent Responding		Percentages		Max ME
			g	h	
Officers	58	±6	1	7	±7
O1 – O3	58	±7	2	4	±3
O4 – O6	50	±7	1	10	±13
AIAN	63	±8	9	11	±14
Army	61	±14	NR	NR	
Navy	67	±11	5	NR	±8
Marine Corps	70	±17	2	1	±4
Air Force	58	±16	1	3	±4
Enlisted	62	±9	10	10	±15
E1 – E4	65	±13	NR	NR	
E5 – E9	60	±10	3	3	±3
Officers	68	±22	1	NR	±2
O1 – O3	76	±16	0	NR	±2
O4 – O6	74	±29	0	2	±5
ASIAN	61	±3	6	10	±4
Army	67	±6	8	17	±12
Navy	67	±5	6	8	±3
Marine Corps	58	±12	3	5	±3
Air Force	45	±6	3	4	±3
Enlisted	65	±4	6	9	±5
E1 – E4	70	±5	6	11	±10
E5 – E9	60	±5	6	8	±3
Officers	46	±7	7	13	±13
O1 – O3	46	±9	NR	NR	
O4 – O6	44	±11	3	9	±5
NHPI	56	±10	11	10	±9
Army	60	±15	12	NR	±15
Navy	58	±14	7	NR	±9
Marine Corps	62	±13	NR	NR	
Air Force	38	±9	5	4	±5
Enlisted	57	±10	11	11	±10
Officers	50	±36	NR	NR	
TWO OR MORE RACES	66	±6	5	6	±5
Army	75	±10	5	6	±11
Navy	60	±9	6	9	±14
Marine Corps	75	±13	NR	NR	
Air Force	54	±9	NR	2	±4
Enlisted	68	±6	5	7	±6
E1 – E4	69	±9	6	8	±10
E5 – E9	67	±8	4	5	±8
Officers	54	±12	NR	1	±2
O1 – O3	51	±15	0	1	±3
O4 – O6	56	±21	2	1	±3
COAST GUARD	50	±3	3	5	±2
White	48	±4	2	5	±3
Black	66	±3	5	7	±3
Hispanic	59	±5	5	7	±5
Other Race/Ethnicity	53	±7	2	5	±3
Enlisted	52	±4	3	5	±3
Officers	45	±4	1	4	±3
Male	49	±3	3	5	±3
Female	57	±3	3	5	±6
Not Deployed Past 12 Months	49	±3	3	5	±3
Deployed Past 12 Months	56	±6	2	7	±6

NR: Not reportable

**52. Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?**

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME	Percentage Experiencing Harassment/Discrimination		
			1	2	3				
TOTAL DOD	57	±2	78	18	4	±2	22.0	±2.0	<div></div>
Army	61	±3	74	21	5	±3	26.0	±3.0	<div></div>
Navy	62	±3	78	19	3	±3	22.0	±3.0	<div></div>
Marine Corps	58	±4	83	13	3	±4	17.0	±4.0	<div></div>
Air Force	43	±3	84	13	2	±3	16.0	±3.0	<div></div>
Enlisted	59	±2	78	18	4	±2	22.0	±2.0	<div></div>
E1 – E4	61	±3	77	19	5	±3	23.0	±3.0	<div></div>
E5 – E9	57	±2	78	18	3	±2	22.0	±2.0	<div></div>
Officers	45	±3	83	14	2	±3	17.0	±3.0	<div></div>
O1 – O3	46	±4	84	14	2	±4	16.0	±4.0	<div></div>
O4 – O6	41	±4	84	13	3	±4	16.0	±4.0	<div></div>
Male	56	±2	79	17	4	±2	21.0	±2.0	<div></div>
Female	60	±3	75	21	4	±4	25.0	±4.0	<div></div>
Not Deployed Past 12 Months	54	±2	80	17	3	±2	20.0	±2.0	<div></div>
Deployed Past 12 Months	61	±2	76	19	5	±3	24.0	±3.0	<div></div>
WHITE	53	±2	84	13	3	±2	16.0	±2.0	<div></div>
Army	58	±3	81	14	5	±4	19.0	±4.0	<div></div>
Navy	59	±4	82	15	3	±4	18.0	±4.0	<div></div>
Marine Corps	55	±5	88	10	2	±6	12.0	±6.0	<div></div>
Air Force	40	±3	89	9	1	±4	11.0	±4.0	<div></div>
Enlisted	56	±2	83	14	4	±3	17.0	±3.0	<div></div>
E1 – E4	58	±4	80	15	5	±4	20.0	±4.0	<div></div>
E5 – E9	54	±3	85	13	3	±3	15.0	±3.0	<div></div>
Officers	42	±4	90	8	2	±4	10.0	±4.0	<div></div>
O1 – O3	43	±5	90	8	2	±6	10.0	±6.0	<div></div>
O4 – O6	38	±5	90	8	2	±6	10.0	±6.0	<div></div>
BLACK	62	±3	69	27	4	±3	31.0	±3.0	<div></div>
Army	65	±4	66	29	4	±6	34.0	±6.0	<div></div>
Navy	68	±4	72	25	3	±5	28.0	±5.0	<div></div>
Marine Corps	63	±5	71	22	8	±6	29.0	±6.0	<div></div>
Air Force	51	±4	71	25	4	±5	29.0	±5.0	<div></div>
Enlisted	63	±3	70	26	4	±4	30.0	±4.0	<div></div>
E1 – E4	62	±5	72	25	3	±6	28.0	±6.0	<div></div>
E5 – E9	63	±3	68	27	5	±4	32.0	±4.0	<div></div>
Officers	60	±4	61	35	5	±6	39.0	±6.0	<div></div>
O1 – O3	60	±5	62	34	4	±7	38.0	±7.0	<div></div>
O4 – O6	58	±5	61	32	7	±7	39.0	±7.0	<div></div>
HISPANIC	63	±3	74	21	5	±3	26.0	±3.0	<div></div>
Army	67	±4	69	26	5	±5	31.0	±5.0	<div></div>
Navy	64	±5	73	23	4	±7	27.0	±7.0	<div></div>
Marine Corps	63	±6	82	15	3	±7	18.0	±7.0	<div></div>
Air Force	51	±6	83	13	4	±6	17.0	±6.0	<div></div>
Enlisted	63	±3	74	21	5	±4	26.0	±4.0	<div></div>
E1 – E4	66	±5	76	19	6	±5	24.0	±5.0	<div></div>
E5 – E9	61	±3	73	23	4	±4	27.0	±4.0	<div></div>

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

52. Continued	Percent Responding		Percentages			Max ME	Percentage Experiencing Harassment/Discrimination		
			1	2	3				
Officers	57	±6	75	21	4	±8	25.0	±8.0	
O1 – O3	57	±7	80	18	2	±10	20.0	±10.0	
O4 – O6	50	±7	69	24	NR	±12	31.0	±12.0	
AIAN	63	±8	66	30	3	±14	34.0	±14.0	
Army	61	±14	NR	NR	4	±4	NR		
Navy	68	±11	NR	NR	5	±7	NR		
Marine Corps	69	±17	NR	NR	2	±4	NR		
Air Force	58	±16	88	10	2	±10	12.0	±10.0	
Enlisted	63	±9	64	32	4	±15	36.0	±14.0	
E1 – E4	65	±13	NR	NR	3	±4	NR		
E5 – E9	60	±10	72	23	5	±14	28.0	±13.0	
Officers	68	±22	NR	NR	1	±2	NR		
O1 – O3	76	±16	NR	NR	0	±2	NR		
O4 – O6	74	±29	95	5	1	±11	5.0	±11.0	
ASIAN	61	±3	68	28	3	±5	32.0	±5.0	
Army	67	±6	59	38	2	±9	41.0	±9.0	
Navy	67	±5	69	27	4	±7	31.0	±7.0	
Marine Corps	58	±12	78	20	2	±10	22.0	±10.0	
Air Force	45	±6	78	17	5	±11	22.0	±8.0	
Enlisted	65	±4	68	28	4	±5	32.0	±5.0	
E1 – E4	70	±5	65	32	3	±9	35.0	±9.0	
E5 – E9	60	±5	71	25	4	±5	29.0	±5.0	
Officers	46	±7	69	30	2	±10	31.0	±10.0	
O1 – O3	46	±9	68	30	2	±14	32.0	±14.0	
O4 – O6	44	±11	71	27	3	±10	29.0	±10.0	
NHPI	56	±10	70	26	4	±11	30.0	±11.0	
Army	60	±15	68	30	3	±18	32.0	±17.0	
Navy	58	±14	67	23	NR	±17	33.0	±17.0	
Marine Corps	62	±13	NR	NR	2	±5	NR		
Air Force	38	±9	88	11	1	±5	12.0	±5.0	
Enlisted	57	±10	69	27	4	±12	31.0	±12.0	
Officers	50	±36	96	4	NR	±11	4.0	±11.0	
TWO OR MORE RACES	66	±6	71	24	5	±8	29.0	±8.0	
Army	75	±10	61	33	6	±16	39.0	±15.0	
Navy	60	±9	76	19	NR	±11	24.0	±11.0	
Marine Corps	76	±13	84	14	2	±16	16.0	±16.0	
Air Force	54	±9	78	19	2	±12	22.0	±12.0	
Enlisted	68	±6	71	23	5	±9	29.0	±9.0	
E1 – E4	69	±9	67	26	7	±14	33.0	±14.0	
E5 – E9	66	±8	77	21	2	±10	23.0	±10.0	
Officers	54	±12	70	NR	2	±18	30.0	±18.0	
O1 – O3	51	±15	NR	NR	1	±2	NR		
O4 – O6	56	±21	NR	NR	5	±7	NR		
COAST GUARD	50	±3	85	13	2	±3	15.0	±3.0	
White	48	±4	90	9	1	±4	10.0	±4.0	
Black	66	±3	65	26	8	±4	35.0	±4.0	
Hispanic	58	±5	73	24	4	±5	27.0	±5.0	
Other Race/Ethnicity	53	±7	78	18	3	±5	22.0	±5.0	
Enlisted	52	±4	85	13	2	±3	15.0	±3.0	
Officers	45	±4	82	15	3	±5	18.0	±5.0	
Male	50	±3	85	13	2	±3	15.0	±3.0	
Female	57	±3	80	15	5	±4	20.0	±4.0	
Not Deployed Past 12 Months	49	±3	85	12	3	±3	15.0	±3.0	
Deployed Past 12 Months	56	±6	83	16	2	±6	17.0	±6.0	

NR: Not reportable

**53. During the course of the situation you have in mind, how often did the event(s) occur?**

1. Once

2. Occasionally

3. Frequently

	Percent Responding		Percentages			Max ME	Average Occurrence		
			1	2	3				
<b>TOTAL DOD</b>	51	±2	57	34	9	±2	1.5	±0.1	
Army	56	±3	54	37	9	±3	1.6	±0.1	
Navy	56	±3	57	34	9	±3	1.5	±0.1	
Marine Corps	52	±4	59	33	9	±5	1.5	±0.1	
Air Force	38	±2	62	30	8	±4	1.5	±0.1	
Enlisted	53	±2	57	34	9	±2	1.5	±0.1	
E1 – E4	56	±3	56	34	10	±3	1.5	±0.1	
E5 – E9	51	±2	57	35	8	±3	1.5	±0.1	
Officers	38	±3	58	34	8	±4	1.5	±0.1	
O1 – O3	40	±4	58	35	7	±6	1.5	±0.1	
O4 – O6	34	±4	61	30	9	±6	1.5	±0.1	
Male	51	±2	58	34	8	±2	1.5	±0.1	
Female	54	±3	53	35	12	±4	1.6	±0.1	
Not Deployed Past 12 Months	48	±2	59	33	8	±3	1.5	±0.1	
Deployed Past 12 Months	56	±2	54	36	10	±3	1.6	±0.1	
<b>WHITE</b>	47	±2	55	35	9	±3	1.5	±0.1	
Army	53	±3	53	39	8	±5	1.6	±0.1	
Navy	53	±4	56	34	10	±5	1.5	±0.1	
Marine Corps	48	±5	56	33	12	±8	1.6	±0.2	
Air Force	34	±3	61	31	8	±5	1.5	±0.1	
Enlisted	50	±2	55	36	9	±3	1.5	±0.1	
E1 – E4	53	±4	54	35	11	±5	1.6	±0.1	
E5 – E9	47	±3	56	37	8	±4	1.5	±0.1	
Officers	35	±3	60	32	8	±6	1.5	±0.1	
O1 – O3	37	±5	59	34	8	±8	1.5	±0.1	
O4 – O6	31	±4	61	29	11	±8	1.5	±0.2	
<b>BLACK</b>	57	±3	58	35	7	±4	1.5	±0.1	
Army	59	±5	54	38	8	±6	1.5	±0.1	
Navy	63	±4	63	32	5	±5	1.4	±0.1	
Marine Corps	57	±5	65	31	5	±6	1.4	±0.1	
Air Force	45	±4	56	34	10	±6	1.5	±0.1	
Enlisted	57	±3	58	35	7	±4	1.5	±0.1	
E1 – E4	58	±5	59	35	6	±7	1.5	±0.1	
E5 – E9	57	±3	58	34	8	±4	1.5	±0.1	
Officers	54	±4	51	43	7	±6	1.6	±0.1	
O1 – O3	55	±5	51	44	6	±7	1.6	±0.1	
O4 – O6	54	±5	59	35	6	±8	1.5	±0.1	
<b>HISPANIC</b>	57	±3	60	31	9	±4	1.5	±0.1	
Army	61	±5	55	34	11	±6	1.6	±0.1	
Navy	57	±5	56	34	10	±7	1.5	±0.1	
Marine Corps	58	±6	68	28	4	±9	1.4	±0.1	
Air Force	47	±6	68	24	8	±8	1.4	±0.1	
Enlisted	58	±3	60	31	9	±4	1.5	±0.1	
E1 – E4	61	±5	60	29	11	±7	1.5	±0.1	
E5 – E9	55	±3	60	32	7	±5	1.5	±0.1	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

53. Continued	Percent Responding		Percentages			Max ME	Average Occurrence		
			1	2	3				
Officers	48	±6	61	35	4	±9	1.4	±0.1	
O1 – O3	49	±8	63	34	4	±12	1.4	±0.2	
O4 – O6	45	±8	60	34	5	±12	1.5	±0.2	
AIAN	60	±8	53	30	17	±13	1.6	±0.2	
Army	59	±14	NR	25	NR	±12	1.7	±0.4	
Navy	59	±12	NR	24	NR	±13	1.7	±0.4	
Marine Corps	66	±18	NR	NR	4	±6	NR		
Air Force	55	±17	NR	NR	5	±5	1.4	±0.3	
Enlisted	59	±9	52	33	15	±14	1.6	±0.2	
E1 – E4	61	±14	NR	NR	NR		1.7	±0.4	
E5 – E9	56	±10	58	27	15	±13	1.6	±0.2	
Officers	66	±22	NR	11	NR	±13	NR		
O1 – O3	74	±17	NR	NR	NR		NR		
O4 – O6	73	±30	NR	NR	2	±5	1.1	±0.2	
ASIAN	56	±4	63	32	5	±5	1.4	±0.1	
Army	61	±6	54	37	10	±15	1.6	±0.2	
Navy	63	±5	65	32	3	±7	1.4	±0.1	
Marine Corps	45	±11	72	25	3	±5	1.3	±0.1	
Air Force	41	±6	72	25	3	±7	1.3	±0.1	
Enlisted	59	±4	63	31	6	±6	1.4	±0.1	
E1 – E4	64	±6	58	34	8	±12	1.5	±0.2	
E5 – E9	55	±5	67	29	3	±5	1.4	±0.1	
Officers	39	±6	61	36	3	±10	1.4	±0.1	
O1 – O3	41	±9	61	36	3	±14	1.4	±0.2	
O4 – O6	33	±8	59	38	3	±6	1.4	±0.1	
NHPI	51	±9	65	23	12	±14	1.5	±0.2	
Army	53	±15	NR	19	NR	±14	1.5	±0.3	
Navy	56	±14	56	29	NR	±16	1.6	±0.3	
Marine Corps	59	±13	NR	NR	4	±5	1.4	±0.2	
Air Force	34	±9	71	26	3	±7	1.3	±0.1	
Enlisted	51	±10	64	23	13	±14	1.5	±0.2	
Officers	48	±36	NR	NR	1	±4	1.1	±0.1	
TWO OR MORE RACES	62	±6	54	34	12	±8	1.6	±0.2	
Army	74	±10	55	28	17	±16	1.6	±0.3	
Navy	55	±9	48	40	11	±13	1.6	±0.2	
Marine Corps	72	±14	NR	NR	2	±4	1.6	±0.3	
Air Force	47	±9	63	28	10	±13	1.5	±0.2	
Enlisted	64	±6	55	33	12	±9	1.6	±0.2	
E1 – E4	68	±9	55	31	13	±14	1.6	±0.3	
E5 – E9	61	±8	54	35	11	±11	1.6	±0.2	
Officers	45	±12	NR	NR	NR		1.7	±0.3	
O1 – O3	43	±15	NR	NR	4	±7	1.6	±0.3	
O4 – O6	43	±20	NR	NR	6	±9	1.6	±0.3	
COAST GUARD	42	±3	63	31	6	±4	1.4	±0.1	
White	39	±4	65	30	6	±6	1.4	±0.1	
Black	59	±4	59	33	7	±5	1.5	±0.1	
Hispanic	51	±5	57	37	5	±6	1.5	±0.1	
Other Race/Ethnicity	47	±6	61	33	6	±8	1.4	±0.1	
Enlisted	44	±4	63	31	6	±5	1.4	±0.1	
Officers	36	±4	61	34	5	±7	1.4	±0.1	
Male	41	±3	65	31	5	±5	1.4	±0.1	
Female	50	±3	52	37	11	±5	1.6	±0.1	
Not Deployed Past 12 Months	41	±3	62	32	6	±5	1.4	±0.1	
Deployed Past 12 Months	48	±6	64	30	6	±9	1.4	±0.2	

NR: Not reportable



**54. How long did this situation last or, if continuing, how long has it been going on?**

1. Less than 1 week

2. 1 week to less than 1 month

3. 1 month to less than 3 months

4. 3 months to less than 6 months

5. 6 months or more

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	50	±2	56	7	6	7	24	±2
Army	55	±3	53	7	6	8	26	±3
Navy	55	±3	58	7	7	6	22	±3
Marine Corps	51	±4	62	5	4	7	22	±5
Air Force	37	±2	59	6	6	8	21	±4
Enlisted	53	±2	56	7	6	8	24	±2
E1 – E4	56	±3	56	7	6	8	23	±4
E5 – E9	50	±2	56	6	6	7	24	±3
Officers	38	±3	59	6	5	6	25	±4
O1 – O3	39	±4	60	6	6	5	23	±6
O4 – O6	34	±4	58	5	3	6	28	±6
Male	50	±2	58	7	6	7	24	±2
Female	53	±3	49	7	8	11	25	±4
Not Deployed Past 12 Months	48	±2	58	7	6	8	22	±3
Deployed Past 12 Months	55	±2	54	7	6	7	26	±3
<b>WHITE</b>	47	±2	55	7	5	8	26	±3
Army	52	±3	52	8	4	8	28	±5
Navy	52	±4	57	6	7	5	25	±5
Marine Corps	47	±5	56	5	4	8	27	±8
Air Force	34	±3	57	7	6	9	21	±5
Enlisted	50	±2	54	7	5	8	26	±3
E1 – E4	53	±4	53	7	5	10	26	±5
E5 – E9	47	±3	56	6	5	7	26	±4
Officers	35	±3	59	6	4	5	25	±6
O1 – O3	36	±5	60	6	6	4	23	±8
O4 – O6	31	±4	57	5	3	6	29	±8
<b>BLACK</b>	56	±3	56	8	8	8	20	±4
Army	59	±5	51	8	8	8	24	±6
Navy	62	±4	61	10	8	8	13	±6
Marine Corps	56	±5	66	10	4	7	13	±7
Air Force	44	±4	54	6	10	7	24	±6
Enlisted	57	±3	56	8	8	8	20	±4
E1 – E4	57	±5	58	10	8	5	19	±7
E5 – E9	56	±3	54	7	9	10	20	±4
Officers	54	±4	54	7	7	8	23	±6
O1 – O3	54	±5	52	9	9	9	21	±7
O4 – O6	53	±5	56	4	7	7	27	±8
<b>HISPANIC</b>	56	±3	60	5	6	7	22	±4
Army	61	±4	55	6	7	7	25	±6
Navy	56	±5	58	4	6	9	24	±7
Marine Corps	56	±6	72	4	5	3	16	±9
Air Force	46	±6	66	4	4	6	20	±8
Enlisted	57	±3	60	5	6	7	22	±4
E1 – E4	61	±5	61	5	7	6	21	±6
E5 – E9	54	±3	60	5	5	7	24	±5

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

54. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	48	±6	60	5	4	6	25	±9
O1 – O3	49	±8	67	4	3	5	20	±10
O4 – O6	44	±8	54	NR	3	7	27	±12
AIAN	59	±8	59	3	6	11	21	±14
Army	59	±14	NR	3	7	NR	23	±14
Navy	58	±12	44	4	7	NR	NR	±16
Marine Corps	65	±18	85	3	1	4	8	±16
Air Force	55	±17	NR	3	6	4	NR	±6
Enlisted	58	±9	58	3	6	12	20	±16
E1 – E4	60	±14	NR	4	7	NR	12	±13
E5 – E9	56	±10	55	3	5	9	28	±16
Officers	66	±22	NR	1	1	2	NR	±3
O1 – O3	74	±17	NR	2	3	3	NR	±6
O4 – O6	73	±30	NR	0	1	1	NR	±5
ASIAN	55	±4	65	6	5	5	19	±5
Army	61	±6	59	5	7	7	22	±11
Navy	61	±5	67	5	5	4	19	±7
Marine Corps	44	±11	69	7	7	4	13	±7
Air Force	40	±6	69	9	3	5	14	±10
Enlisted	58	±4	65	6	6	5	18	±6
E1 – E4	63	±6	63	6	6	5	20	±11
E5 – E9	54	±5	67	7	5	5	16	±6
Officers	39	±6	62	5	4	8	20	±11
O1 – O3	40	±9	61	5	4	11	20	±16
O4 – O6	33	±8	63	5	5	4	23	±6
NHPI	50	±9	65	4	11	5	16	±12
Army	52	±15	NR	4	NR	4	NR	±9
Navy	56	±14	NR	3	14	NR	11	±15
Marine Corps	59	±13	81	6	2	0	10	±11
Air Force	33	±9	72	1	6	4	18	±7
Enlisted	50	±10	63	4	12	5	16	±12
Officers	47	±36	95	2	NR	1	3	±12
TWO OR MORE RACES	60	±6	54	7	9	7	23	±8
Army	72	±10	47	NR	12	10	24	±15
Navy	56	±9	51	10	6	6	27	±12
Marine Corps	71	±14	76	4	4	3	13	±18
Air Force	45	±9	57	4	10	5	23	±14
Enlisted	63	±6	54	7	8	7	24	±9
E1 – E4	65	±9	60	9	7	6	18	±14
E5 – E9	60	±8	46	4	10	8	31	±11
Officers	45	±12	NR	3	NR	NR	21	±17
O1 – O3	43	±15	NR	3	NR	2	NR	±5
O4 – O6	43	±20	NR	2	5	NR	16	±14
COAST GUARD	42	±3	63	5	6	6	20	±4
White	39	±4	65	4	6	4	21	±6
Black	58	±4	60	7	6	9	19	±5
Hispanic	50	±5	58	5	5	10	22	±6
Other Race/Ethnicity	46	±6	64	6	6	6	18	±8
Enlisted	43	±3	65	4	6	6	20	±5
Officers	36	±4	55	8	7	5	25	±10
Male	41	±3	66	5	5	4	20	±5
Female	48	±3	49	5	9	13	24	±5
Not Deployed Past 12 Months	40	±3	64	5	6	5	20	±5
Deployed Past 12 Months	47	±6	62	4	6	6	22	±9














































NR: Not reportable

**55. Where did this situation occur?**

1. At a military installation (for example, on base)

2. Some behaviors occurred at a military installation and some did not

3. Not at a military installation (for example, off base)

	Percent Responding		Percentages			Max ME	Percentage on an Installation		
			1	2	3				
<b>TOTAL DOD</b>	50	±2	61	18	21	±2	79.0	±2.0	
Army	55	±3	65	19	16	±3	84.0	±3.0	
Navy	55	±3	57	19	24	±3	76.0	±3.0	
Marine Corps	50	±4	58	15	27	±5	73.0	±5.0	
Air Force	37	±2	59	17	23	±4	77.0	±3.0	
Enlisted	53	±2	60	19	21	±2	79.0	±2.0	
E1 – E4	55	±3	59	20	22	±3	78.0	±3.0	
E5 – E9	50	±2	61	17	21	±3	79.0	±2.0	
Officers	38	±3	67	14	19	±4	81.0	±4.0	
O1 – O3	39	±4	65	14	21	±6	79.0	±6.0	
O4 – O6	34	±4	71	13	16	±6	84.0	±5.0	
Male	50	±2	60	18	22	±2	78.0	±2.0	
Female	53	±3	67	17	16	±4	84.0	±3.0	
Not Deployed Past 12 Months	47	±2	60	17	23	±3	77.0	±2.0	
Deployed Past 12 Months	55	±2	62	19	18	±3	82.0	±3.0	
<b>WHITE</b>	46	±2	63	17	20	±3	80.0	±3.0	
Army	52	±3	67	18	14	±5	86.0	±4.0	
Navy	52	±4	59	17	24	±5	76.0	±5.0	
Marine Corps	47	±5	62	12	26	±8	74.0	±7.0	
Air Force	33	±3	62	16	22	±5	78.0	±5.0	
Enlisted	49	±2	63	17	20	±3	80.0	±3.0	
E1 – E4	52	±4	62	18	19	±5	81.0	±4.0	
E5 – E9	47	±3	64	16	20	±4	80.0	±3.0	
Officers	34	±3	67	13	20	±6	80.0	±5.0	
O1 – O3	36	±5	64	12	23	±8	77.0	±8.0	
O4 – O6	31	±4	72	13	15	±8	85.0	±7.0	
<b>BLACK</b>	56	±3	59	19	22	±4	78.0	±3.0	
Army	59	±5	62	18	19	±6	81.0	±5.0	
Navy	61	±4	55	21	24	±6	76.0	±5.0	
Marine Corps	56	±5	55	18	27	±6	73.0	±6.0	
Air Force	44	±4	58	18	24	±6	76.0	±6.0	
Enlisted	56	±3	58	20	22	±4	78.0	±3.0	
E1 – E4	57	±5	53	23	24	±7	76.0	±6.0	
E5 – E9	56	±3	60	18	22	±4	78.0	±4.0	
Officers	54	±4	71	12	17	±5	83.0	±5.0	
O1 – O3	55	±5	68	14	18	±7	82.0	±7.0	
O4 – O6	54	±5	69	14	16	±9	84.0	±9.0	
<b>HISPANIC</b>	56	±3	56	19	24	±4	76.0	±4.0	
Army	60	±5	61	18	21	±6	79.0	±5.0	
Navy	55	±5	58	20	21	±7	79.0	±6.0	
Marine Corps	56	±6	48	19	32	±10	68.0	±9.0	
Air Force	47	±6	51	21	28	±9	72.0	±9.0	
Enlisted	57	±3	55	19	25	±4	75.0	±4.0	
E1 – E4	60	±5	53	20	27	±7	73.0	±6.0	
E5 – E9	54	±3	57	19	23	±5	77.0	±4.0	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

55. Continued	Percent Responding		Percentages			Max ME	Percentage on an Installation		
			1	2	3				
Officers	48	±6	70	14	16	±8	84.0	±6.0	
O1 – O3	48	±8	71	13	16	±8	84.0	±6.0	
O4 – O6	44	±8	67	12	21	±13	79.0	±13.0	
AIAN	59	±8	67	13	20	±10	80.0	±8.0	
Army	59	±14	70	16	14	±14	86.0	±8.0	
Navy	58	±12	62	12	26	±15	74.0	±13.0	
Marine Corps	66	±18	NR	8	NR	±10	NR		
Air Force	54	±17	NR	10	NR	±9	NR		
Enlisted	58	±9	64	15	22	±11	78.0	±8.0	
E1 – E4	60	±14	64	18	18	±17	82.0	±11.0	
E5 – E9	56	±10	64	11	25	±12	75.0	±12.0	
Officers	66	±22	NR	4	NR	±5	NR		
O1 – O3	74	±17	NR	4	9	±16	91.0	±16.0	
O4 – O6	73	±30	NR	4	NR	±9	NR		
ASIAN	54	±4	47	28	25	±5	75.0	±4.0	
Army	61	±6	51	31	17	±9	83.0	±6.0	
Navy	61	±5	46	27	27	±7	73.0	±7.0	
Marine Corps	44	±11	44	27	29	±6	71.0	±5.0	
Air Force	38	±6	44	23	33	±9	67.0	±9.0	
Enlisted	58	±4	46	28	25	±5	75.0	±4.0	
E1 – E4	62	±6	45	30	25	±8	75.0	±6.0	
E5 – E9	54	±5	47	27	26	±6	74.0	±6.0	
Officers	39	±6	52	27	21	±11	79.0	±6.0	
O1 – O3	40	±9	50	31	19	±15	81.0	±7.0	
O4 – O6	32	±8	56	22	22	±7	78.0	±6.0	
NHPI	48	±9	50	27	23	±12	77.0	±10.0	
Army	50	±15	NR	32	16	±18	84.0	±17.0	
Navy	56	±14	NR	13	35	±17	65.0	±17.0	
Marine Corps	46	±12	41	27	32	±13	68.0	±13.0	
Air Force	34	±9	38	26	35	±8	65.0	±8.0	
Enlisted	48	±10	49	28	23	±13	77.0	±10.0	
Officers	47	±36	NR	NR	NR		NR		
TWO OR MORE RACES	61	±6	65	18	17	±8	83.0	±7.0	
Army	72	±10	73	14	13	±13	87.0	±13.0	
Navy	55	±9	53	26	22	±12	78.0	±12.0	
Marine Corps	72	±14	NR	NR	NR		NR		
Air Force	47	±9	66	NR	18	±15	82.0	±10.0	
Enlisted	63	±6	64	17	19	±9	81.0	±8.0	
E1 – E4	67	±9	59	18	23	±13	77.0	±13.0	
E5 – E9	59	±8	70	17	13	±9	87.0	±7.0	
Officers	46	±12	NR	NR	5	±4	95.0	±4.0	
O1 – O3	45	±15	NR	NR	5	±5	95.0	±5.0	
O4 – O6	43	±20	82	8	10	±15	90.0	±11.0	
COAST GUARD	42	±3	50	17	33	±4	67.0	±4.0	
White	39	±4	48	15	37	±6	63.0	±6.0	
Black	58	±4	56	19	25	±5	75.0	±4.0	
Hispanic	50	±5	50	24	26	±6	74.0	±6.0	
Other Race/Ethnicity	46	±6	55	21	24	±8	76.0	±8.0	
Enlisted	43	±4	47	18	35	±5	65.0	±5.0	
Officers	35	±4	64	13	23	±7	77.0	±6.0	
Male	41	±3	47	17	35	±5	65.0	±5.0	
Female	48	±3	64	18	18	±5	82.0	±5.0	
Not Deployed Past 12 Months	40	±3	50	17	33	±5	67.0	±5.0	
Deployed Past 12 Months	47	±6	47	18	34	±9	66.0	±9.0	

NR: Not reportable

**56. Did any of the behaviors in the situation occur...**

a. At your work?

b. During duty hours?

c. In a work environment where members of your racial/ethnic background were uncommon?

d. At a military non-work location?














































	Percent Responding		Percentages				Max ME
			a	b	c	d	
<b>TOTAL DOD</b>	54	±2	55	58	19	20	±2
Army	58	±3	59	65	21	21	±3
Navy	59	±3	55	53	19	20	±3
Marine Corps	55	±4	51	51	19	25	±5
Air Force	40	±3	50	54	14	15	±4
Enlisted	56	±2	55	57	20	21	±2
E1 – E4	58	±3	56	57	22	22	±3
E5 – E9	54	±2	53	58	18	19	±3
Officers	42	±3	60	62	15	17	±4
O1 – O3	43	±4	62	62	16	19	±6
O4 – O6	37	±4	58	63	13	15	±6
Male	53	±2	54	57	19	21	±2
Female	57	±3	62	65	22	18	±4
Not Deployed Past 12 Months	51	±2	52	56	18	20	±3
Deployed Past 12 Months	58	±2	59	61	21	21	±3
<b>WHITE</b>	50	±2	56	59	13	21	±3
Army	54	±3	59	65	14	23	±5
Navy	56	±4	57	56	15	20	±5
Marine Corps	52	±5	53	55	13	26	±7
Air Force	37	±3	50	54	7	15	±5
Enlisted	53	±2	55	58	13	22	±3
E1 – E4	55	±4	57	60	15	24	±5
E5 – E9	51	±3	53	57	11	19	±4
Officers	38	±3	61	63	10	17	±6
O1 – O3	39	±5	63	62	11	19	±8
O4 – O6	34	±5	60	64	7	13	±8
<b>BLACK</b>	60	±3	55	58	27	18	±4
Army	63	±4	57	64	29	15	±6
Navy	66	±4	53	50	24	21	±5
Marine Corps	59	±5	45	46	26	27	±6
Air Force	48	±4	56	61	28	16	±6
Enlisted	60	±3	54	58	27	18	±4
E1 – E4	60	±5	54	52	29	17	±7
E5 – E9	61	±3	55	61	25	18	±4
Officers	58	±4	58	62	31	14	±6
O1 – O3	59	±5	57	62	32	15	±7
O4 – O6	57	±5	58	58	32	14	±9
<b>HISPANIC</b>	60	±3	55	56	28	20	±4
Army	65	±4	60	65	31	21	±6
Navy	61	±5	56	52	26	18	±7
Marine Corps	60	±6	47	44	27	22	±10
Air Force	49	±6	50	52	22	15	±8
Enlisted	61	±3	55	56	28	20	±4
E1 – E4	63	±5	55	52	30	20	±7
E5 – E9	59	±3	55	59	25	19	±4

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).














































56. Continued	Percent Responding		Percentages				Max ME
			a	b	c	d	
Officers	55	±6	57	58	26	17	±9
O1 – O3	55	±8	53	55	23	18	±11
O4 – O6	48	±7	68	67	34	13	±13
AIAN	61	±8	56	66	34	23	±13
Army	60	±14	NR	74	NR	NR	±12
Navy	63	±11	53	55	23	19	±15
Marine Corps	67	±18	NR	NR	NR	12	±12
Air Force	57	±17	NR	NR	13	10	±11
Enlisted	60	±9	59	64	38	21	±14
E1 – E4	63	±13	NR	67	NR	21	±15
E5 – E9	58	±10	60	62	23	21	±12
Officers	67	±22	NR	NR	10	NR	±12
O1 – O3	75	±17	NR	NR	NR	6	±9
O4 – O6	73	±30	NR	NR	NR	NR	
ASIAN	58	±3	49	48	33	22	±5
Army	62	±6	58	60	45	25	±9
Navy	65	±5	44	40	27	21	±7
Marine Corps	55	±12	56	NR	27	17	±16
Air Force	41	±6	43	45	29	21	±9
Enlisted	61	±4	48	48	32	22	±5
E1 – E4	66	±5	54	52	36	23	±9
E5 – E9	58	±5	44	44	29	21	±6
Officers	43	±7	54	54	36	22	±10
O1 – O3	43	±9	60	60	42	24	±14
O4 – O6	41	±10	44	45	29	18	±13
NHPI	55	±10	51	54	43	24	±13
Army	58	±15	NR	NR	NR	25	±15
Navy	58	±14	52	55	45	22	±16
Marine Corps	56	±13	38	34	26	26	±15
Air Force	36	±9	39	42	26	23	±8
Enlisted	55	±10	52	55	44	25	±13
Officers	49	±36	NR	NR	NR	NR	
TWO OR MORE RACES	64	±6	54	59	20	21	±8
Army	73	±10	65	74	18	27	±15
Navy	59	±9	55	53	19	18	±11
Marine Corps	75	±13	NR	NR	NR	15	±16
Air Force	51	±9	36	48	17	19	±13
Enlisted	66	±6	53	58	21	21	±9
E1 – E4	68	±9	54	55	20	18	±13
E5 – E9	63	±8	52	61	21	24	±10
Officers	51	±12	NR	67	13	NR	±17
O1 – O3	47	±15	NR	NR	13	NR	±9
O4 – O6	54	±21	NR	NR	17	9	±14
COAST GUARD	47	±3	47	46	17	16	±4
White	44	±4	44	44	11	14	±6
Black	64	±4	56	49	36	18	±4
Hispanic	55	±5	54	51	26	22	±5
Other Race/Ethnicity	49	±6	53	51	31	19	±8
Enlisted	49	±4	45	44	16	16	±5
Officers	41	±4	54	53	19	13	±8
Male	46	±3	44	43	17	15	±5
Female	53	±3	62	59	18	18	±5
Not Deployed Past 12 Months	46	±3	47	46	15	14	±5
Deployed Past 12 Months	51	±6	46	44	23	22	±8

NR: Not reportable

## 57. Did any of the behaviors in the situation occur while you were deployed?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	54	±2	27	±2	
Army	58	±3	35	±3	
Navy	58	±3	28	±3	
Marine Corps	55	±4	22	±5	
Air Force	41	±3	11	±3	
Enlisted	56	±2	27	±2	
E1 – E4	58	±3	27	±3	
E5 – E9	54	±2	27	±2	
Officers	42	±3	25	±4	
O1 – O3	42	±4	28	±6	
O4 – O6	38	±4	20	±5	
Male	53	±2	28	±2	
Female	57	±3	23	±4	
Not Deployed Past 12 Months	51	±2	10	±2	
Deployed Past 12 Months	58	±2	51	±3	
<b>WHITE</b>	50	±2	27	±3	
Army	54	±3	35	±4	
Navy	55	±4	28	±5	
Marine Corps	52	±5	23	±7	
Air Force	37	±3	11	±4	
Enlisted	53	±2	27	±3	
E1 – E4	55	±4	29	±5	
E5 – E9	50	±3	26	±4	
Officers	38	±3	25	±5	
O1 – O3	39	±5	27	±7	
O4 – O6	34	±5	19	±7	
<b>BLACK</b>	60	±3	25	±3	
Army	63	±4	32	±6	
Navy	66	±4	23	±5	
Marine Corps	59	±5	19	±6	
Air Force	50	±4	10	±4	
Enlisted	61	±3	25	±4	
E1 – E4	60	±5	24	±7	
E5 – E9	61	±3	26	±4	
Officers	58	±4	25	±5	
O1 – O3	57	±5	26	±6	
O4 – O6	57	±5	20	±5	
<b>HISPANIC</b>	60	±3	28	±4	
Army	64	±4	37	±6	
Navy	61	±5	29	±7	
Marine Corps	61	±6	20	±8	
Air Force	50	±6	14	±7	
Enlisted	61	±3	29	±4	
E1 – E4	63	±5	27	±6	
E5 – E9	58	±3	30	±4	














































Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

57. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	55	±6	23	±8	
O1 – O3	55	±8	31	±11	
O4 – O6	48	±7	22	±12	
AIAN	61	±8	27	±13	
Army	59	±14	31	±15	
Navy	63	±11	17	±10	
Marine Corps	67	±18	NR		
Air Force	57	±17	5	±6	
Enlisted	60	±9	29	±15	
E1 – E4	63	±14	NR		
E5 – E9	58	±10	28	±12	
Officers	67	±22	NR		
O1 – O3	75	±17	NR		
O4 – O6	73	±30	4	±10	
ASIAN	58	±3	29	±5	
Army	62	±6	40	±10	
Navy	65	±5	31	±7	
Marine Corps	56	±12	17	±8	
Air Force	42	±6	8	±3	
Enlisted	61	±4	29	±5	
E1 – E4	67	±5	30	±10	
E5 – E9	57	±5	28	±5	
Officers	43	±7	28	±11	
O1 – O3	42	±9	29	±15	
O4 – O6	41	±10	21	±8	
NHPI	54	±10	27	±11	
Army	58	±15	29	±16	
Navy	58	±14	NR		
Marine Corps	57	±13	13	±9	
Air Force	37	±9	9	±4	
Enlisted	55	±10	28	±11	
Officers	49	±36	NR		
TWO OR MORE RACES	64	±6	28	±8	
Army	73	±10	32	±14	
Navy	58	±9	39	±12	
Marine Corps	74	±13	NR		
Air Force	52	±9	11	±10	
Enlisted	65	±6	27	±8	
E1 – E4	68	±9	24	±13	
E5 – E9	62	±8	31	±10	
Officers	52	±12	35	±17	
O1 – O3	49	±15	NR		
O4 – O6	54	±21	NR		
COAST GUARD	46	±3	12	±3	
White	44	±4	12	±4	
Black	63	±4	14	±4	
Hispanic	55	±5	13	±4	
Other Race/Ethnicity	49	±6	15	±4	
Enlisted	48	±4	13	±4	
Officers	39	±4	11	±4	
Male	46	±3	12	±3	
Female	52	±3	14	±3	
Not Deployed Past 12 Months	45	±3	7	±3	
Deployed Past 12 Months	50	±6	30	±8	










































NR: Not reportable



## 58. Do you know the race/ethnicity of one or more of the offenders?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	52	±2	51	±2	
Army	57	±3	56	±3	
Navy	57	±3	48	±3	
Marine Corps	54	±4	45	±5	
Air Force	39	±2	46	±4	
Enlisted	55	±2	49	±2	
E1 – E4	57	±3	48	±3	
E5 – E9	52	±2	51	±3	
Officers	40	±3	58	±4	
O1 – O3	41	±4	58	±6	
O4 – O6	36	±4	58	±6	
Male	52	±2	49	±2	
Female	55	±3	60	±4	
Not Deployed Past 12 Months	50	±2	48	±3	
Deployed Past 12 Months	56	±2	54	±3	
<b>WHITE</b>	48	±2	50	±3	
Army	53	±3	55	±5	
Navy	53	±4	48	±5	
Marine Corps	50	±5	48	±7	
Air Force	35	±3	45	±5	
Enlisted	51	±2	49	±3	
E1 – E4	54	±4	49	±5	
E5 – E9	49	±3	50	±4	
Officers	36	±3	57	±6	
O1 – O3	38	±5	57	±8	
O4 – O6	32	±5	56	±8	
<b>BLACK</b>	58	±3	56	±4	
Army	61	±5	61	±6	
Navy	64	±4	50	±5	
Marine Corps	58	±5	50	±6	
Air Force	47	±4	57	±6	
Enlisted	59	±3	56	±4	
E1 – E4	59	±5	53	±7	
E5 – E9	59	±3	57	±4	
Officers	56	±4	66	±6	
O1 – O3	56	±5	69	±6	
O4 – O6	55	±5	64	±10	
<b>HISPANIC</b>	58	±3	47	±4	
Army	63	±4	54	±6	
Navy	58	±5	49	±7	
Marine Corps	59	±6	34	±8	
Air Force	48	±6	44	±8	
Enlisted	59	±3	47	±4	
E1 – E4	62	±5	42	±6	
E5 – E9	56	±3	51	±5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

58. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	53	±6	55	±9	
O1 – O3	54	±8	50	±11	
O4 – O6	46	±8	71	±9	
AIAN	61	±8	51	±12	
Army	59	±14	69	±14	
Navy	62	±11	38	±17	
Marine Corps	66	±18	NR		
Air Force	56	±17	NR		
Enlisted	59	±9	46	±12	
E1 – E4	62	±14	NR		
E5 – E9	57	±10	49	±13	
Officers	67	±22	NR		
O1 – O3	75	±17	NR		
O4 – O6	73	±30	NR		
ASIAN	57	±3	43	±5	
Army	62	±6	48	±9	
Navy	63	±5	42	±7	
Marine Corps	55	±12	NR		
Air Force	41	±6	31	±7	
Enlisted	60	±4	42	±6	
E1 – E4	67	±5	43	±9	
E5 – E9	56	±5	41	±6	
Officers	42	±7	53	±9	
O1 – O3	41	±9	58	±11	
O4 – O6	41	±10	46	±14	
NHPI	53	±10	43	±13	
Army	56	±15	NR		
Navy	57	±14	36	±14	
Marine Corps	57	±13	NR		
Air Force	36	±9	38	±7	
Enlisted	53	±10	44	±13	
Officers	48	±36	NR		
TWO OR MORE RACES	61	±6	48	±8	
Army	69	±11	55	±15	
Navy	57	±9	49	±11	
Marine Corps	73	±13	NR		
Air Force	49	±9	35	±13	
Enlisted	63	±6	46	±9	
E1 – E4	66	±9	43	±14	
E5 – E9	61	±8	51	±10	
Officers	46	±12	64	±17	
O1 – O3	46	±15	NR		
O4 – O6	52	±21	NR		
COAST GUARD	45	±3	41	±4	
White	42	±4	37	±6	
Black	62	±4	59	±5	
Hispanic	54	±5	48	±5	
Other Race/Ethnicity	47	±6	41	±8	
Enlisted	46	±4	39	±5	
Officers	38	±4	50	±7	
Male	44	±3	39	±5	
Female	51	±3	52	±4	
Not Deployed Past 12 Months	43	±3	41	±5	
Deployed Past 12 Months	49	±6	41	±8	

NR: Not reportable

**59. Percent indicating that at least one offender of a racial/ethnic group was involved in the situation.**

- a. Unknown race/ethnicity      b. Multiracial/ethnic individual(s)      c. White  
d. Black or African American      e. American Indian or Alaska Native      f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)      h. Spanish/Hispanic/Latino

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	25	±1	17	27	73	55	8	17	10	36	±3
Army	30	±2	17	28	72	58	7	13	10	39	±4
Navy	25	±2	19	27	71	53	9	25	11	33	±5
Marine Corps	23	±3	22	36	76	59	11	20	12	45	±8
Air Force	17	±2	9	16	75	43	5	15	7	22	±5
Enlisted	25	±2	18	29	73	56	8	18	10	38	±3
E1 – E4	26	±2	20	33	75	60	10	18	11	43	±5
E5 – E9	25	±2	16	25	72	53	7	17	10	34	±4
Officers	22	±2	11	16	72	44	4	10	7	21	±6
O1 – O3	22	±3	10	19	73	46	6	10	7	24	±8
O4 – O6	20	±3	13	12	70	41	2	9	8	17	±9
Male	24	±2	17	28	72	56	8	17	10	37	±3
Female	32	±3	15	24	75	51	5	14	8	29	±5
Not Deployed Past 12 Months	22	±2	16	25	72	54	7	15	8	32	±3
Deployed Past 12 Months	29	±2	17	30	75	55	9	18	12	40	±4
WHITE	23	±2	15	28	64	64	8	18	11	39	±4
Army	27	±3	14	31	62	69	7	13	11	45	±6
Navy	24	±3	17	26	61	62	8	25	10	33	±7
Marine Corps	23	±5	19	36	69	70	12	20	13	48	±11
Air Force	16	±3	8	14	69	49	5	17	8	25	±8
Enlisted	24	±2	15	30	64	67	8	19	11	43	±4
E1 – E4	25	±3	17	34	67	71	10	19	11	49	±7
E5 – E9	23	±2	13	26	60	64	7	19	11	37	±5
Officers	19	±3	11	16	66	49	5	11	9	22	±8
O1 – O3	20	±4	7	18	66	52	7	10	9	26	±11
O4 – O6	17	±4	15	11	67	44	2	10	10	17	±11
BLACK	31	±3	16	20	91	32	7	14	7	28	±5
Army	35	±4	15	20	90	36	7	12	7	30	±7
Navy	31	±4	20	20	91	28	6	20	7	26	±7
Marine Corps	28	±5	26	30	92	31	14	22	8	38	±12
Air Force	25	±4	10	17	91	28	5	11	6	19	±8
Enlisted	31	±3	17	21	90	33	8	15	7	29	±5
E1 – E4	29	±5	15	25	90	33	9	14	9	31	±10
E5 – E9	32	±3	19	19	90	33	7	15	7	28	±6
Officers	35	±4	8	12	94	23	2	10	3	18	±6
O1 – O3	37	±5	9	16	93	24	2	12	2	19	±7
O4 – O6	34	±5	11	10	93	16	2	7	3	12	±6
HISPANIC	26	±3	21	28	81	49	7	16	10	31	±5
Army	31	±4	25	29	80	53	6	12	8	31	±7
Navy	27	±5	19	28	78	53	9	28	15	38	±11
Marine Corps	17	±4	26	32	91	46	12	16	11	36	±13
Air Force	20	±5	10	22	82	36	3	12	5	14	±12
Enlisted	25	±3	23	29	81	51	8	17	10	32	±6
E1 – E4	24	±4	25	33	81	52	8	18	10	35	±9
E5 – E9	26	±3	20	27	81	50	7	17	10	30	±7

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who knew the race/ethnicity of one or more of the offenders (Q58).

59. Continued	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
Officers	28	±6	10	19	83	36	2	9	3	16	±13
O1 – O3	27	±7	10	21	92	23	3	10	5	16	±16
O4 – O6	31	±8	8	NR	NR	NR	2	NR	2	22	±18
AIAN	30	±9	20	24	NR	69	8	18	9	29	±15
Army	40	±15	NR	NR	NR	74	NR	NR	NR	NR	±18
Navy	23	±11	NR	NR	NR	NR	1	NR	8	NR	±12
Marine Corps	15	±10	24	NR	NR	NR	15	17	16	NR	±16
Air Force	30	±21	7	8	NR	NR	3	6	3	9	±15
Enlisted	27	±8	21	26	75	62	6	18	8	33	±17
E1 – E4	26	±13	NR	NR	92	NR	6	NR	7	NR	±8
E5 – E9	27	±10	14	18	NR	NR	6	14	9	NR	±11
Officers	52	±27	NR	NR	NR	90	NR	NR	NR	NR	±16
O1 – O3	60	±26	NR	NR	NR	NR	NR	NR	NR	NR	
O4 – O6	56	±41	3	2	NR	NR	1	1	1	2	±9
ASIAN	22	±3	26	36	89	50	17	22	13	40	±10
Army	28	±7	20	33	89	52	NR	19	14	38	±15
Navy	24	±5	35	42	88	50	14	26	15	46	±13
Marine Corps	18	±5	23	40	95	46	11	21	11	48	±9
Air Force	12	±3	12	22	84	43	4	14	2	23	±8
Enlisted	22	±4	30	39	88	51	19	24	15	45	±12
E1 – E4	24	±7	35	37	91	45	NR	24	15	46	±17
E5 – E9	21	±4	25	40	85	56	17	25	15	44	±10
Officers	21	±5	10	24	92	43	3	8	4	18	±17
O1 – O3	23	±8	9	NR	93	NR	4	5	4	18	±10
O4 – O6	18	±5	13	15	88	37	1	12	3	19	±9
NHPI	22	±9	NR	NR	NR	68	8	16	13	NR	±18
Army	25	±14	NR	NR	NR	NR	NR	NR	11	NR	±16
Navy	20	±8	24	NR	92	NR	6	16	14	NR	±16
Marine Corps	26	±13	NR	NR	NR	NR	NR	NR	NR	NR	
Air Force	12	±4	18	23	90	37	5	26	24	34	±13
Enlisted	23	±9	NR	NR	NR	68	8	16	13	NR	±18
Officers	7	±6	8	NR	NR	NR	8	NR	NR	NR	±15
TWO OR MORE RACES	28	±6	25	37	74	50	9	18	14	37	±13
Army	37	±12	NR	NR	NR	NR	NR	NR	NR	NR	
Navy	25	±8	NR	NR	72	63	NR	NR	NR	NR	±17
Marine Corps	32	±17	NR	NR	NR	NR	4	NR	3	NR	±6
Air Force	17	±6	10	19	NR	NR	5	9	5	28	±18
Enlisted	28	±6	25	40	74	50	10	19	15	39	±14
E1 – E4	28	±10	NR	NR	NR	NR	NR	NR	NR	NR	
E5 – E9	28	±8	14	31	61	45	3	16	2	29	±17
Officers	29	±11	NR	NR	NR	NR	1	10	3	NR	±10
O1 – O3	32	±14	NR	NR	NR	NR	1	10	1	NR	±12
O4 – O6	23	±16	6	NR	NR	NR	1	8	8	NR	±14
COAST GUARD	17	±2	14	15	82	33	5	8	8	25	±6
White	15	±3	10	11	76	38	3	6	8	25	±9
Black	34	±3	16	13	91	16	3	8	4	22	±5
Hispanic	24	±3	20	21	93	24	3	6	6	23	±8
Other Race/Ethnicity	19	±4	26	31	90	35	NR	20	13	34	±16
Enlisted	17	±3	14	14	83	34	5	8	9	26	±7
Officers	18	±4	13	17	78	30	3	5	3	23	±13
Male	16	±2	15	14	81	35	5	8	8	25	±7
Female	25	±3	12	17	86	24	2	5	5	24	±5
Not Deployed Past 12 Months	17	±2	14	14	83	32	5	7	8	23	±7
Deployed Past 12 Months	19	±5	13	18	77	34	5	9	6	29	±13

NR: Not reportable

## 60. Was the offender(s)...

## a. Someone in your chain-of-command?











































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	51	±2	33	51	16	±2	
Army	55	±3	37	50	13	±3	
Navy	56	±3	32	50	18	±3	
Marine Corps	53	±4	28	54	18	±5	
Air Force	38	±2	29	53	18	±4	
Enlisted	54	±2	33	50	17	±2	
E1 – E4	56	±3	34	47	19	±3	
E5 – E9	52	±2	32	53	15	±3	
Officers	39	±3	32	57	12	±4	
O1 – O3	39	±4	29	60	12	±6	
O4 – O6	36	±4	35	53	11	±6	
Male	51	±2	32	52	16	±2	
Female	54	±3	40	44	15	±4	
Not Deployed Past 12 Months	49	±2	30	54	16	±3	
Deployed Past 12 Months	55	±2	37	47	16	±3	
<b>WHITE</b>	47	±2	33	50	16	±3	
Army	52	±3	37	50	14	±5	
Navy	53	±4	34	48	19	±5	
Marine Corps	50	±5	31	55	15	±8	
Air Force	35	±3	28	53	19	±5	
Enlisted	50	±2	34	49	17	±3	
E1 – E4	53	±4	36	47	17	±5	
E5 – E9	48	±3	32	52	16	±4	
Officers	35	±3	31	57	12	±6	
O1 – O3	35	±5	27	62	11	±8	
O4 – O6	32	±5	36	52	12	±8	
<b>BLACK</b>	57	±3	34	52	13	±4	
Army	59	±5	38	51	11	±6	
Navy	63	±4	29	56	15	±6	
Marine Corps	59	±5	29	56	15	±7	
Air Force	46	±4	36	49	15	±6	
Enlisted	57	±3	34	52	14	±4	
E1 – E4	57	±5	32	49	19	±7	
E5 – E9	58	±3	35	54	11	±4	
Officers	55	±4	39	54	8	±6	
O1 – O3	54	±5	35	55	10	±7	
O4 – O6	54	±5	37	57	6	±8	
<b>HISPANIC</b>	58	±3	29	53	18	±4	
Army	63	±4	35	50	15	±6	
Navy	58	±5	32	50	18	±7	
Marine Corps	59	±6	18	57	25	±11	
Air Force	47	±6	25	60	15	±9	
Enlisted	58	±3	30	52	18	±4	
E1 – E4	62	±5	28	47	24	±7	
E5 – E9	56	±3	31	57	12	±5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	51	±6	26	63	11	±8	
O1 – O3	51	±8	26	61	13	±11	
O4 – O6	45	±8	33	60	7	±11	
AIAN	58	±8	37	50	14	±14	
Army	54	±14	NR	NR	11	±11	
Navy	61	±11	24	NR	NR	±12	
Marine Corps	66	±18	NR	NR	9	±12	
Air Force	55	±17	NR	NR	7	±7	
Enlisted	57	±9	40	47	13	±14	
E1 – E4	61	±14	NR	NR	12	±8	
E5 – E9	53	±10	32	53	15	±13	
Officers	61	±24	NR	NR	NR		
O1 – O3	57	±31	NR	NR	9	±14	
O4 – O6	73	±30	NR	NR	NR		
ASIAN	56	±4	28	54	18	±5	
Army	62	±6	35	51	14	±10	
Navy	62	±5	24	56	20	±7	
Marine Corps	44	±11	26	50	24	±6	
Air Force	40	±6	22	57	21	±10	
Enlisted	58	±4	27	53	20	±6	
E1 – E4	63	±6	30	48	22	±10	
E5 – E9	55	±5	25	57	18	±6	
Officers	43	±7	29	60	11	±10	
O1 – O3	43	±9	31	59	10	±15	
O4 – O6	39	±10	26	62	12	±13	
NHPI	53	±10	34	47	20	±14	
Army	58	±15	NR	NR	20	±15	
Navy	56	±14	33	NR	19	±18	
Marine Corps	55	±13	11	69	20	±14	
Air Force	33	±9	14	69	16	±7	
Enlisted	54	±10	32	47	21	±15	
Officers	46	±36	NR	NR	2	±8	
TWO OR MORE RACES	61	±6	37	44	19	±9	
Army	69	±11	45	44	11	±15	
Navy	56	±9	39	43	18	±12	
Marine Corps	73	±14	NR	NR	NR		
Air Force	49	±9	24	49	27	±17	
Enlisted	63	±6	38	43	18	±9	
E1 – E4	65	±9	43	36	21	±14	
E5 – E9	61	±8	33	52	15	±10	
Officers	49	±12	25	NR	NR	±17	
O1 – O3	45	±15	NR	NR	NR		
O4 – O6	52	±21	NR	NR	NR		
COAST GUARD	44	±3	23	57	20	±4	
White	41	±4	22	57	21	±6	
Black	59	±4	27	63	10	±5	
Hispanic	52	±5	29	57	14	±5	
Other Race/Ethnicity	47	±6	26	51	23	±10	
Enlisted	46	±4	22	57	21	±5	
Officers	37	±4	31	58	11	±8	
Male	43	±3	22	58	21	±5	
Female	50	±3	34	52	14	±5	
Not Deployed Past 12 Months	43	±3	24	56	20	±5	
Deployed Past 12 Months	49	±6	22	59	19	±9	

NR: Not reportable

## 60. Was the offender(s)...

## b. Other military person(s), not in your chain-of-command, of higher rank/grade than you?























































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	51	±2	24	58	18	±2	
Army	55	±3	29	56	15	±3	
Navy	56	±3	23	58	19	±3	
Marine Corps	53	±4	17	62	21	±5	
Air Force	38	±2	20	61	19	±4	
Enlisted	53	±2	25	57	18	±2	
E1 – E4	56	±3	26	53	21	±4	
E5 – E9	52	±2	24	60	16	±3	
Officers	39	±3	18	69	13	±4	
O1 – O3	39	±4	20	67	13	±6	
O4 – O6	36	±4	16	71	13	±6	
Male	51	±2	23	59	18	±2	
Female	54	±3	29	55	16	±4	
Not Deployed Past 12 Months	48	±2	24	59	18	±3	
Deployed Past 12 Months	55	±2	25	57	18	±3	
<b>WHITE</b>	47	±2	24	59	18	±3	
Army	51	±3	29	55	16	±5	
Navy	53	±4	23	59	19	±5	
Marine Corps	49	±5	18	65	17	±8	
Air Force	35	±3	19	61	20	±5	
Enlisted	50	±2	25	57	18	±3	
E1 – E4	53	±4	27	54	20	±5	
E5 – E9	48	±3	23	60	17	±4	
Officers	35	±3	18	70	13	±5	
O1 – O3	35	±5	19	69	12	±8	
O4 – O6	32	±5	15	72	13	±8	
<b>BLACK</b>	57	±3	27	58	15	±4	
Army	58	±5	32	56	13	±6	
Navy	64	±4	24	61	15	±6	
Marine Corps	58	±5	22	61	17	±6	
Air Force	46	±4	23	60	17	±6	
Enlisted	57	±3	27	57	15	±4	
E1 – E4	56	±5	27	54	20	±7	
E5 – E9	57	±3	28	59	13	±4	
Officers	55	±4	24	68	8	±6	
O1 – O3	54	±5	25	64	11	±7	
O4 – O6	54	±5	22	71	6	±7	
<b>HISPANIC</b>	57	±3	22	59	19	±4	
Army	62	±4	27	59	15	±6	
Navy	57	±5	22	57	21	±7	
Marine Corps	59	±6	14	58	28	±11	
Air Force	46	±6	23	63	14	±9	
Enlisted	58	±3	23	58	19	±4	
E1 – E4	61	±5	22	53	25	±7	
E5 – E9	55	±3	24	62	13	±5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	50	±6	15	71	13	±7	
O1 – O3	49	±8	14	70	16	±9	
O4 – O6	45	±8	18	70	12	±12	
AIAN	58	±8	23	56	22	±15	
Army	54	±14	26	61	13	±16	
Navy	61	±11	18	56	NR	±16	
Marine Corps	66	±18	7	NR	NR	±9	
Air Force	55	±17	NR	NR	8	±8	
Enlisted	57	±9	26	52	23	±17	
E1 – E4	61	±14	20	NR	NR	±13	
E5 – E9	54	±10	31	53	15	±15	
Officers	61	±24	8	NR	NR	±11	
O1 – O3	57	±31	NR	NR	9	±14	
O4 – O6	73	±30	4	NR	NR	±9	
ASIAN	56	±4	20	59	21	±5	
Army	61	±6	23	60	17	±9	
Navy	63	±5	21	56	23	±7	
Marine Corps	43	±11	17	55	27	±5	
Air Force	40	±6	13	66	21	±9	
Enlisted	59	±4	21	57	22	±5	
E1 – E4	63	±6	24	51	25	±8	
E5 – E9	55	±5	18	63	19	±6	
Officers	41	±7	16	70	15	±8	
O1 – O3	41	±9	15	69	16	±12	
O4 – O6	39	±10	16	71	12	±11	
NHPI	52	±10	28	52	20	±14	
Army	55	±15	NR	NR	21	±16	
Navy	56	±14	23	59	18	±15	
Marine Corps	57	±13	10	71	19	±13	
Air Force	33	±9	20	63	17	±8	
Enlisted	52	±10	29	50	21	±14	
Officers	46	±36	NR	NR	2	±8	
TWO OR MORE RACES	62	±6	27	51	23	±9	
Army	72	±10	35	47	18	±16	
Navy	56	±9	29	51	20	±12	
Marine Corps	73	±14	NR	NR	NR		
Air Force	48	±9	15	58	27	±17	
Enlisted	64	±6	27	51	22	±10	
E1 – E4	66	±9	32	44	25	±15	
E5 – E9	61	±8	22	59	19	±10	
Officers	49	±12	22	NR	NR	±17	
O1 – O3	45	±15	NR	NR	NR		
O4 – O6	52	±21	12	NR	NR	±12	
COAST GUARD	44	±3	17	62	21	±4	
White	42	±4	15	62	24	±6	
Black	58	±4	21	68	10	±4	
Hispanic	53	±5	22	64	14	±5	
Other Race/Ethnicity	47	±6	23	55	23	±10	
Enlisted	46	±4	17	61	23	±5	
Officers	37	±4	19	66	15	±8	
Male	43	±3	16	62	22	±5	
Female	50	±3	24	61	15	±5	
Not Deployed Past 12 Months	43	±3	16	61	22	±5	
Deployed Past 12 Months	49	±6	20	62	18	±8	

NR: Not reportable



## 60. Was the offender(s)...

## c. Your military coworker(s)?











































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	51	±2	37	47	16	±2	
Army	55	±3	40	46	14	±3	
Navy	56	±3	36	47	17	±3	
Marine Corps	53	±4	35	48	16	±5	
Air Force	38	±2	31	52	17	±4	
Enlisted	53	±2	38	46	16	±2	
E1 – E4	56	±3	42	39	18	±3	
E5 – E9	52	±2	34	52	14	±3	
Officers	39	±3	29	59	12	±4	
O1 – O3	39	±4	34	54	13	±6	
O4 – O6	36	±4	22	66	12	±6	
Male	51	±2	36	48	16	±2	
Female	54	±3	43	42	14	±4	
Not Deployed Past 12 Months	49	±2	35	49	16	±3	
Deployed Past 12 Months	55	±2	39	45	16	±3	
<b>WHITE</b>	47	±2	37	47	16	±3	
Army	52	±3	40	45	15	±5	
Navy	53	±4	36	46	18	±5	
Marine Corps	49	±5	37	49	13	±8	
Air Force	35	±3	31	51	18	±5	
Enlisted	50	±2	38	45	17	±3	
E1 – E4	53	±4	43	40	18	±5	
E5 – E9	48	±3	34	50	16	±4	
Officers	35	±3	28	59	13	±6	
O1 – O3	35	±5	33	54	13	±8	
O4 – O6	32	±5	21	66	12	±8	
<b>BLACK</b>	57	±3	36	51	13	±4	
Army	58	±5	37	51	11	±6	
Navy	64	±4	34	51	14	±6	
Marine Corps	58	±5	38	49	13	±7	
Air Force	45	±4	33	53	14	±6	
Enlisted	57	±3	36	50	13	±4	
E1 – E4	57	±5	42	41	17	±7	
E5 – E9	57	±3	33	56	11	±4	
Officers	55	±4	33	60	7	±6	
O1 – O3	55	±5	36	53	10	±7	
O4 – O6	54	±5	28	67	5	±7	
<b>HISPANIC</b>	58	±3	37	47	16	±4	
Army	63	±4	40	47	13	±6	
Navy	58	±5	39	44	17	±7	
Marine Corps	58	±6	28	49	24	±11	
Air Force	46	±6	36	50	14	±9	
Enlisted	58	±3	37	46	17	±4	
E1 – E4	61	±5	38	41	22	±7	
E5 – E9	56	±3	37	51	12	±5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	51	±6	31	58	11	±9	
O1 – O3	51	±8	31	56	12	±11	
O4 – O6	45	±8	26	62	12	±13	
AIAN	59	±8	32	55	13	±12	
Army	57	±14	NR	NR	10	±11	
Navy	61	±11	25	NR	NR	±12	
Marine Corps	66	±18	NR	NR	9	±12	
Air Force	55	±17	18	77	5	±17	
Enlisted	59	±9	34	53	13	±12	
E1 – E4	61	±14	NR	NR	13	±9	
E5 – E9	57	±10	30	57	13	±13	
Officers	61	±24	NR	NR	NR		
O1 – O3	57	±31	NR	NR	6	±11	
O4 – O6	73	±30	NR	NR	NR		
ASIAN	55	±4	35	47	18	±5	
Army	61	±6	45	43	13	±10	
Navy	63	±5	32	49	19	±7	
Marine Corps	44	±11	38	40	22	±6	
Air Force	40	±6	25	56	20	±10	
Enlisted	58	±4	36	45	19	±5	
E1 – E4	63	±6	43	37	21	±9	
E5 – E9	55	±5	30	53	17	±6	
Officers	41	±7	31	59	10	±11	
O1 – O3	41	±9	36	53	11	±14	
O4 – O6	38	±10	23	66	11	±12	
NHPI	53	±10	42	40	18	±13	
Army	58	±15	NR	35	20	±18	
Navy	55	±14	NR	41	13	±16	
Marine Corps	57	±13	22	58	20	±15	
Air Force	34	±9	29	56	15	±8	
Enlisted	54	±10	43	38	19	±13	
Officers	46	±36	NR	NR	4	±11	
TWO OR MORE RACES	61	±6	43	37	20	±9	
Army	69	±11	54	31	15	±15	
Navy	56	±9	36	46	18	±12	
Marine Corps	73	±14	NR	19	NR	±15	
Air Force	48	±9	26	49	26	±17	
Enlisted	62	±6	43	37	20	±9	
E1 – E4	64	±9	52	27	21	±14	
E5 – E9	61	±8	32	49	19	±11	
Officers	49	±12	NR	NR	NR		
O1 – O3	45	±15	NR	27	NR	±18	
O4 – O6	52	±21	17	NR	NR	±15	
COAST GUARD	44	±3	32	49	19	±4	
White	42	±4	29	50	21	±6	
Black	59	±4	37	53	10	±5	
Hispanic	53	±5	39	48	13	±5	
Other Race/Ethnicity	47	±6	39	43	18	±9	
Enlisted	46	±4	33	47	20	±5	
Officers	37	±4	25	63	12	±8	
Male	44	±3	30	50	20	±5	
Female	50	±3	42	44	14	±5	
Not Deployed Past 12 Months	43	±3	30	50	20	±5	
Deployed Past 12 Months	49	±6	36	47	17	±9	

NR: Not reportable

## 60. Was the offender(s)...

## d. Your military subordinate(s)?
















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	51	±2	15	68	17	±2	
Army	55	±3	17	69	15	±3	
Navy	56	±3	16	65	18	±3	
Marine Corps	53	±4	16	66	17	±5	
Air Force	38	±2	8	74	18	±4	
Enlisted	53	±2	15	68	17	±2	
E1 – E4	55	±3	15	66	20	±3	
E5 – E9	51	±2	15	70	15	±3	
Officers	39	±3	16	71	13	±4	
O1 – O3	39	±4	19	66	14	±6	
O4 – O6	35	±4	12	76	12	±6	
Male	50	±2	15	69	17	±2	
Female	53	±3	17	67	15	±4	
Not Deployed Past 12 Months	48	±2	13	70	17	±2	
Deployed Past 12 Months	55	±2	18	66	16	±3	
WHITE	47	±2	14	69	17	±3	
Army	51	±3	16	68	16	±5	
Navy	53	±4	16	66	19	±5	
Marine Corps	49	±5	16	70	14	±7	
Air Force	34	±3	8	73	19	±5	
Enlisted	50	±2	14	69	17	±3	
E1 – E4	53	±4	14	67	19	±5	
E5 – E9	48	±3	14	70	16	±4	
Officers	35	±3	16	71	13	±5	
O1 – O3	35	±5	19	67	14	±8	
O4 – O6	32	±5	11	77	12	±8	
BLACK	57	±3	16	70	14	±3	
Army	58	±5	18	71	11	±6	
Navy	63	±4	14	69	16	±5	
Marine Corps	58	±5	20	64	16	±7	
Air Force	45	±4	13	72	14	±6	
Enlisted	57	±3	16	70	14	±4	
E1 – E4	57	±5	16	65	19	±7	
E5 – E9	57	±3	16	72	11	±4	
Officers	55	±4	19	74	8	±6	
O1 – O3	54	±5	20	70	10	±6	
O4 – O6	54	±5	13	81	5	±6	
HISPANIC	57	±3	15	68	17	±4	
Army	62	±4	16	70	14	±6	
Navy	57	±5	20	61	19	±7	
Marine Corps	58	±6	12	62	26	±11	
Air Force	45	±6	6	78	16	±8	
Enlisted	58	±3	15	67	18	±4	
E1 – E4	61	±5	13	63	25	±7	
E5 – E9	55	±3	17	72	12	±5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60d. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	51	±6	17	73	10	±8	
O1 – O3	51	±8	18	69	12	±10	
O4 – O6	44	±8	26	67	7	±17	
AIAN	58	±8	14	73	14	±10	
Army	54	±14	16	73	12	±13	
Navy	61	±11	NR	NR	NR		
Marine Corps	66	±18	7	84	9	±17	
Air Force	55	±17	5	89	6	±10	
Enlisted	57	±9	13	74	14	±9	
E1 – E4	61	±14	13	74	13	±13	
E5 – E9	53	±10	12	73	14	±14	
Officers	61	±24	NR	NR	NR		
O1 – O3	56	±31	NR	NR	6	±11	
O4 – O6	73	±30	2	NR	NR	±5	
ASIAN	55	±4	18	64	18	±4	
Army	61	±6	25	61	14	±9	
Navy	62	±5	16	65	19	±6	
Marine Corps	44	±11	21	56	23	±6	
Air Force	40	±6	6	73	20	±9	
Enlisted	58	±4	17	64	19	±5	
E1 – E4	63	±6	17	63	21	±8	
E5 – E9	55	±5	17	66	17	±6	
Officers	41	±7	22	65	13	±12	
O1 – O3	41	±9	28	57	15	±16	
O4 – O6	38	±10	11	78	12	±9	
NHPI	51	±9	23	57	20	±15	
Army	55	±15	NR	NR	22	±16	
Navy	55	±14	NR	NR	15	±12	
Marine Corps	49	±13	11	63	26	±13	
Air Force	33	±8	4	80	16	±6	
Enlisted	51	±10	24	55	21	±15	
Officers	46	±36	3	95	2	±12	
TWO OR MORE RACES	60	±6	15	63	22	±9	
Army	69	±11	15	69	16	±16	
Navy	56	±9	17	63	21	±12	
Marine Corps	73	±14	NR	NR	NR		
Air Force	47	±9	4	69	27	±17	
Enlisted	62	±6	16	64	21	±9	
E1 – E4	64	±9	19	59	22	±15	
E5 – E9	60	±8	12	70	18	±10	
Officers	49	±12	9	NR	NR	±11	
O1 – O3	45	±15	NR	NR	NR		
O4 – O6	52	±21	9	NR	NR	±9	
COAST GUARD	44	±3	11	69	20	±4	
White	42	±4	10	67	22	±6	
Black	59	±4	14	76	10	±4	
Hispanic	52	±5	12	74	13	±5	
Other Race/Ethnicity	47	±6	15	66	19	±9	
Enlisted	46	±4	11	68	21	±5	
Officers	37	±4	13	74	13	±6	
Male	43	±3	11	69	21	±5	
Female	50	±3	16	69	15	±5	
Not Deployed Past 12 Months	43	±3	11	69	20	±5	
Deployed Past 12 Months	48	±6	13	68	19	±9	

NR: Not reportable

## 60. Was the offender(s)...

## e. Other military person(s)?













































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	51	±2	24	59	18	±2	
Army	55	±3	26	58	16	±3	
Navy	56	±3	23	58	19	±3	
Marine Corps	52	±4	22	60	18	±5	
Air Force	38	±2	19	61	20	±4	
Enlisted	53	±2	24	58	18	±2	
E1 – E4	55	±3	25	55	20	±4	
E5 – E9	51	±2	23	60	16	±3	
Officers	38	±3	20	65	15	±4	
O1 – O3	38	±4	20	64	15	±6	
O4 – O6	36	±4	19	66	15	±6	
Male	50	±2	23	59	18	±2	
Female	53	±3	26	58	16	±4	
Not Deployed Past 12 Months	48	±2	23	59	18	±3	
Deployed Past 12 Months	55	±2	25	57	18	±3	
<b>WHITE</b>	47	±2	23	59	18	±3	
Army	51	±3	26	58	17	±5	
Navy	53	±4	23	58	19	±5	
Marine Corps	49	±5	23	63	15	±8	
Air Force	34	±3	19	61	21	±5	
Enlisted	50	±2	24	58	18	±3	
E1 – E4	53	±4	26	56	18	±5	
E5 – E9	48	±3	22	60	18	±4	
Officers	35	±3	18	66	15	±6	
O1 – O3	35	±5	18	67	15	±8	
O4 – O6	32	±5	18	67	16	±8	
<b>BLACK</b>	56	±3	26	59	15	±4	
Army	58	±5	27	59	14	±6	
Navy	63	±4	25	59	17	±6	
Marine Corps	58	±5	27	58	15	±6	
Air Force	45	±4	24	61	16	±6	
Enlisted	57	±3	26	58	16	±4	
E1 – E4	57	±5	25	53	22	±7	
E5 – E9	57	±3	26	61	12	±4	
Officers	55	±4	23	68	10	±6	
O1 – O3	54	±5	23	62	14	±7	
O4 – O6	54	±5	20	74	6	±7	
<b>HISPANIC</b>	57	±3	22	59	19	±4	
Army	62	±4	25	60	15	±6	
Navy	57	±5	24	57	19	±7	
Marine Corps	58	±6	16	58	27	±11	
Air Force	45	±6	18	64	17	±9	
Enlisted	58	±3	22	59	19	±4	
E1 – E4	61	±5	18	57	25	±7	
E5 – E9	55	±3	26	60	14	±5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60e. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	51	±6	19	67	13	±8	
O1 – O3	51	±8	28	58	14	±12	
O4 – O6	45	±8	16	70	14	±12	
AIAN	58	±8	31	51	19	±14	
Army	54	±14	NR	38	16	±15	
Navy	61	±11	19	56	NR	±16	
Marine Corps	66	±18	12	NR	NR	±13	
Air Force	55	±17	NR	NR	8	±8	
Enlisted	57	±9	28	52	20	±13	
E1 – E4	61	±14	NR	NR	23	±18	
E5 – E9	54	±10	26	59	15	±14	
Officers	61	±25	NR	NR	NR		
O1 – O3	56	±31	NR	NR	7	±12	
O4 – O6	73	±30	NR	NR	NR		
ASIAN	55	±4	25	56	19	±5	
Army	60	±6	29	56	15	±9	
Navy	61	±5	26	54	20	±7	
Marine Corps	43	±11	24	51	25	±5	
Air Force	40	±6	16	62	22	±9	
Enlisted	58	±4	25	55	20	±5	
E1 – E4	62	±6	28	51	21	±8	
E5 – E9	54	±5	23	58	19	±6	
Officers	41	±7	24	64	12	±11	
O1 – O3	41	±9	29	59	12	±16	
O4 – O6	38	±10	18	70	12	±11	
NHPI	51	±9	20	60	20	±11	
Army	54	±15	21	NR	21	±16	
Navy	55	±14	23	63	14	±15	
Marine Corps	57	±13	14	63	23	±15	
Air Force	33	±8	21	63	17	±8	
Enlisted	52	±10	21	58	20	±12	
Officers	46	±36	3	NR	2	±9	
TWO OR MORE RACES	61	±6	26	51	23	±9	
Army	69	±11	32	52	16	±16	
Navy	56	±9	23	55	23	±12	
Marine Corps	72	±14	NR	NR	NR		
Air Force	48	±9	14	56	30	±16	
Enlisted	62	±6	25	53	22	±9	
E1 – E4	64	±9	29	47	23	±15	
E5 – E9	61	±8	20	60	20	±10	
Officers	49	±12	NR	37	NR	±17	
O1 – O3	45	±15	NR	31	NR	±18	
O4 – O6	52	±21	NR	NR	NR		
COAST GUARD	44	±3	17	62	21	±4	
White	42	±4	17	61	23	±6	
Black	58	±4	21	67	11	±4	
Hispanic	52	±5	17	67	15	±5	
Other Race/Ethnicity	47	±6	22	59	19	±9	
Enlisted	46	±4	17	61	22	±5	
Officers	37	±4	22	65	13	±8	
Male	43	±3	17	62	21	±5	
Female	50	±3	21	64	15	±5	
Not Deployed Past 12 Months	43	±3	18	61	21	±5	
Deployed Past 12 Months	49	±6	17	65	18	±8	

NR: Not reportable

## 60. Was the offender(s)...

## f. DoD/DHS civilian employee(s)?


















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	51	±2	8	73	18	±2	
Army	55	±3	9	75	16	±3	
Navy	56	±3	8	72	20	±3	
Marine Corps	52	±4	7	74	19	±5	
Air Force	38	±2	7	73	20	±4	
Enlisted	53	±2	8	73	19	±2	
E1 – E4	56	±3	6	72	21	±3	
E5 – E9	51	±2	9	74	16	±2	
Officers	38	±3	12	73	15	±4	
O1 – O3	38	±4	11	74	15	±6	
O4 – O6	35	±4	13	73	15	±6	
Male	50	±2	8	73	19	±2	
Female	54	±3	10	74	17	±4	
Not Deployed Past 12 Months	48	±2	9	72	19	±2	
Deployed Past 12 Months	55	±2	7	75	18	±3	
WHITE	47	±2	8	74	18	±3	
Army	51	±3	10	73	17	±4	
Navy	52	±4	7	72	20	±5	
Marine Corps	49	±5	7	78	15	±7	
Air Force	34	±3	6	73	21	±5	
Enlisted	50	±2	7	74	19	±3	
E1 – E4	53	±4	6	74	20	±5	
E5 – E9	48	±3	9	74	18	±4	
Officers	35	±3	12	73	15	±5	
O1 – O3	35	±5	11	75	14	±8	
O4 – O6	32	±5	12	72	15	±8	
BLACK	57	±3	8	76	16	±3	
Army	58	±5	7	79	14	±6	
Navy	63	±4	9	74	17	±5	
Marine Corps	58	±5	8	75	18	±6	
Air Force	45	±4	10	73	17	±6	
Enlisted	57	±3	8	76	16	±4	
E1 – E4	57	±5	5	74	22	±7	
E5 – E9	57	±3	10	77	13	±4	
Officers	55	±4	10	80	10	±4	
O1 – O3	54	±5	8	80	13	±6	
O4 – O6	53	±5	16	76	8	±6	
HISPANIC	57	±3	9	71	20	±4	
Army	62	±4	10	74	16	±5	
Navy	57	±5	10	68	23	±7	
Marine Corps	58	±6	7	65	28	±11	
Air Force	46	±6	9	75	16	±8	
Enlisted	58	±3	9	71	20	±4	
E1 – E4	61	±5	7	67	26	±7	
E5 – E9	55	±3	10	75	15	±4	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60f. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	51	±6	12	76	12	±8	
O1 – O3	51	±8	11	74	15	±13	
O4 – O6	44	±8	12	79	9	±7	
AIAN	59	±8	10	73	17	±10	
Army	57	±14	12	73	16	±16	
Navy	60	±11	NR	NR	NR		
Marine Corps	66	±18	3	86	11	±15	
Air Force	55	±17	5	87	8	±11	
Enlisted	59	±9	8	75	17	±10	
E1 – E4	61	±14	4	78	18	±13	
E5 – E9	56	±10	14	71	16	±14	
Officers	61	±24	NR	NR	NR		
O1 – O3	57	±31	NR	NR	8	±13	
O4 – O6	73	±30	2	NR	NR	±6	
ASIAN	55	±4	9	71	20	±4	
Army	61	±6	11	73	16	±7	
Navy	62	±5	9	69	22	±6	
Marine Corps	43	±11	5	69	26	±5	
Air Force	40	±6	7	71	22	±9	
Enlisted	58	±4	9	70	20	±4	
E1 – E4	62	±6	9	70	22	±7	
E5 – E9	54	±5	10	71	19	±5	
Officers	41	±7	10	73	17	±8	
O1 – O3	41	±9	8	72	19	±12	
O4 – O6	38	±10	15	72	13	±11	
NHPI	52	±10	8	72	20	±11	
Army	55	±15	10	69	21	±17	
Navy	56	±14	3	79	18	±13	
Marine Corps	56	±13	5	74	22	±14	
Air Force	33	±8	7	76	17	±7	
Enlisted	52	±10	8	71	21	±11	
Officers	46	±36	3	NR	2	±9	
TWO OR MORE RACES	60	±6	6	70	24	±8	
Army	67	±11	3	81	17	±12	
Navy	55	±9	9	70	21	±13	
Marine Corps	73	±14	NR	NR	NR		
Air Force	48	±9	10	59	30	±16	
Enlisted	62	±6	6	73	21	±9	
E1 – E4	64	±9	4	71	25	±14	
E5 – E9	59	±8	7	75	18	±10	
Officers	47	±12	11	NR	NR	±14	
O1 – O3	43	±15	NR	NR	NR		
O4 – O6	51	±21	9	NR	NR	±10	
COAST GUARD	44	±3	6	73	21	±4	
White	41	±4	5	72	23	±6	
Black	59	±4	9	79	12	±4	
Hispanic	52	±5	5	79	16	±5	
Other Race/Ethnicity	46	±6	13	66	21	±9	
Enlisted	46	±4	5	72	23	±5	
Officers	37	±4	11	74	14	±6	
Male	43	±3	5	72	22	±5	
Female	50	±3	9	76	15	±5	
Not Deployed Past 12 Months	43	±3	7	71	22	±5	
Deployed Past 12 Months	48	±6	2	80	18	±8	

NR: Not reportable



## 60. Was the offender(s)...

## g. DoD/DHS civilian contractor(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	51	±2	5	76	18	±2	
Army	55	±3	5	78	17	±3	
Navy	56	±3	6	74	21	±3	
Marine Corps	52	±4	6	76	19	±5	
Air Force	38	±2	4	77	20	±3	
Enlisted	53	±2	5	76	19	±2	
E1 – E4	55	±3	4	74	22	±3	
E5 – E9	51	±2	6	78	16	±2	
Officers	38	±3	7	79	15	±4	
O1 – O3	38	±4	6	78	15	±5	
O4 – O6	35	±4	7	79	15	±6	
Male	50	±2	5	76	19	±2	
Female	53	±3	7	77	17	±4	
Not Deployed Past 12 Months	48	±2	5	76	19	±2	
Deployed Past 12 Months	55	±2	5	77	18	±3	
WHITE	47	±2	5	76	18	±3	
Army	51	±3	6	77	17	±4	
Navy	52	±4	5	74	21	±5	
Marine Corps	49	±5	7	79	15	±7	
Air Force	34	±3	3	77	20	±5	
Enlisted	50	±2	5	76	19	±3	
E1 – E4	52	±4	4	76	20	±4	
E5 – E9	48	±3	6	76	18	±4	
Officers	34	±3	7	79	15	±5	
O1 – O3	34	±5	6	80	15	±7	
O4 – O6	32	±5	7	78	15	±7	
BLACK	56	±3	5	79	16	±3	
Army	57	±5	4	82	14	±5	
Navy	63	±4	5	78	17	±5	
Marine Corps	57	±5	7	76	17	±7	
Air Force	45	±4	6	78	16	±6	
Enlisted	56	±3	5	79	16	±3	
E1 – E4	56	±5	5	73	22	±7	
E5 – E9	57	±3	5	82	13	±3	
Officers	55	±4	4	86	10	±4	
O1 – O3	53	±5	4	82	14	±6	
O4 – O6	53	±5	6	85	9	±5	
HISPANIC	57	±3	5	74	20	±4	
Army	62	±5	6	77	17	±5	
Navy	56	±5	6	71	23	±7	
Marine Corps	58	±6	4	68	28	±11	
Air Force	46	±6	4	79	17	±8	
Enlisted	57	±3	5	74	21	±4	
E1 – E4	61	±5	4	70	26	±7	
E5 – E9	54	±3	7	78	15	±4	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60g. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	51	±6	5	80	14	±8	
O1 – O3	51	±8	8	76	16	±15	
O4 – O6	44	±8	5	80	15	±13	
AIAN	57	±8	6	77	17	±10	
Army	53	±14	5	79	17	±14	
Navy	61	±11	NR	NR	NR		
Marine Corps	66	±18	2	88	10	±14	
Air Force	55	±17	2	90	8	±9	
Enlisted	57	±9	4	79	17	±9	
E1 – E4	61	±14	2	80	17	±13	
E5 – E9	53	±10	6	77	17	±13	
Officers	60	±25	NR	NR	NR		
O1 – O3	55	±31	NR	NR	7	±13	
O4 – O6	73	±30	1	NR	NR	±4	
ASIAN	55	±4	7	73	20	±4	
Army	61	±6	9	75	16	±7	
Navy	62	±5	7	71	22	±6	
Marine Corps	43	±11	4	70	26	±5	
Air Force	40	±6	5	73	22	±9	
Enlisted	58	±4	8	72	21	±4	
E1 – E4	62	±6	8	70	22	±7	
E5 – E9	54	±5	8	73	19	±5	
Officers	41	±7	6	77	17	±8	
O1 – O3	41	±9	4	77	19	±12	
O4 – O6	38	±10	9	76	15	±10	
NHPI	51	±9	5	75	20	±10	
Army	55	±15	6	73	21	±16	
Navy	56	±14	3	79	18	±13	
Marine Corps	49	±13	3	73	24	±12	
Air Force	33	±8	4	79	17	±6	
Enlisted	52	±10	5	74	21	±11	
Officers	46	±36	0	97	2	±8	
TWO OR MORE RACES	60	±6	4	73	23	±8	
Army	69	±11	2	82	16	±12	
Navy	56	±9	9	71	19	±14	
Marine Corps	72	±14	1	NR	NR	±2	
Air Force	48	±9	4	66	30	±16	
Enlisted	62	±6	3	76	21	±9	
E1 – E4	64	±9	3	72	25	±14	
E5 – E9	61	±8	2	80	17	±9	
Officers	49	±12	NR	NR	NR		
O1 – O3	45	±15	NR	NR	NR		
O4 – O6	52	±21	6	NR	NR	±8	
COAST GUARD	44	±3	3	75	21	±4	
White	41	±4	3	74	23	±6	
Black	58	±4	5	83	12	±4	
Hispanic	53	±5	4	80	16	±5	
Other Race/Ethnicity	45	±6	5	73	22	±9	
Enlisted	46	±4	3	74	23	±5	
Officers	37	±4	4	82	14	±5	
Male	43	±3	4	74	22	±5	
Female	50	±3	3	82	15	±5	
Not Deployed Past 12 Months	43	±3	4	74	22	±5	
Deployed Past 12 Months	48	±6	3	79	19	±8	

NR: Not reportable

## 60. Was the offender(s)...

## h. A civilian from the local community?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	51	±2	8	74	18	±2	
Army	55	±3	8	76	16	±3	
Navy	56	±3	8	73	20	±3	
Marine Corps	52	±4	9	71	20	±5	
Air Force	38	±2	6	74	19	±4	
Enlisted	53	±2	8	73	19	±2	
E1 – E4	56	±3	8	71	21	±3	
E5 – E9	51	±2	8	75	16	±2	
Officers	38	±3	6	79	15	±4	
O1 – O3	38	±4	6	79	15	±5	
O4 – O6	35	±4	6	80	14	±6	
Male	50	±2	8	74	18	±2	
Female	54	±3	6	78	16	±4	
Not Deployed Past 12 Months	48	±2	8	74	19	±2	
Deployed Past 12 Months	55	±2	8	75	17	±3	
<b>WHITE</b>	47	±2	8	74	18	±3	
Army	51	±3	8	75	17	±4	
Navy	53	±4	7	72	20	±5	
Marine Corps	49	±5	10	73	16	±7	
Air Force	34	±3	6	74	20	±5	
Enlisted	50	±2	8	73	19	±3	
E1 – E4	53	±4	8	72	19	±5	
E5 – E9	48	±3	8	74	18	±4	
Officers	35	±3	6	79	15	±5	
O1 – O3	35	±5	6	80	14	±8	
O4 – O6	32	±5	5	80	14	±7	
<b>BLACK</b>	57	±3	7	77	16	±3	
Army	58	±5	7	80	14	±6	
Navy	64	±4	6	77	17	±5	
Marine Corps	58	±5	10	72	18	±6	
Air Force	45	±4	7	75	18	±6	
Enlisted	57	±3	7	77	16	±3	
E1 – E4	57	±5	6	73	21	±7	
E5 – E9	57	±3	8	79	13	±4	
Officers	55	±4	5	84	11	±4	
O1 – O3	54	±5	6	79	15	±7	
O4 – O6	54	±5	8	83	9	±5	
<b>HISPANIC</b>	57	±3	7	73	20	±4	
Army	62	±5	7	76	16	±5	
Navy	57	±5	8	72	20	±7	
Marine Corps	58	±6	6	66	28	±11	
Air Force	46	±6	6	78	17	±8	
Enlisted	58	±3	7	73	20	±4	
E1 – E4	61	±5	5	69	25	±7	
E5 – E9	55	±3	9	76	15	±4	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60h. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	51	±6	4	82	14	±6	
O1 – O3	51	±8	5	80	15	±8	
O4 – O6	45	±8	5	80	15	±13	
AIAN	58	±8	6	78	16	±9	
Army	54	±14	7	77	16	±14	
Navy	61	±11	5	68	NR	±18	
Marine Corps	66	±18	4	85	11	±16	
Air Force	55	±17	7	86	7	±12	
Enlisted	57	±9	7	77	17	±9	
E1 – E4	61	±14	7	76	17	±14	
E5 – E9	54	±10	7	78	16	±13	
Officers	61	±24	3	NR	NR	±4	
O1 – O3	57	±31	3	NR	8	±13	
O4 – O6	73	±30	2	NR	NR	±7	
ASIAN	55	±4	10	69	21	±4	
Army	60	±6	13	71	16	±8	
Navy	61	±5	8	68	24	±6	
Marine Corps	43	±11	7	67	26	±5	
Air Force	40	±6	9	69	22	±9	
Enlisted	58	±4	10	68	22	±5	
E1 – E4	63	±6	10	67	23	±7	
E5 – E9	53	±5	11	68	21	±5	
Officers	41	±7	6	77	17	±8	
O1 – O3	41	±9	4	78	18	±12	
O4 – O6	38	±10	10	76	14	±10	
NHPI	52	±10	10	67	23	±11	
Army	55	±15	9	67	25	±17	
Navy	56	±14	NR	69	18	±17	
Marine Corps	57	±13	5	70	25	±14	
Air Force	33	±8	14	69	18	±7	
Enlisted	52	±10	10	66	24	±11	
Officers	46	±36	NR	NR	2	±8	
TWO OR MORE RACES	60	±6	7	72	21	±8	
Army	68	±11	6	79	15	±14	
Navy	56	±9	13	70	17	±13	
Marine Corps	72	±14	2	NR	NR	±3	
Air Force	48	±9	6	68	26	±17	
Enlisted	62	±6	6	73	21	±9	
E1 – E4	64	±9	8	67	25	±14	
E5 – E9	61	±8	5	80	15	±9	
Officers	46	±12	NR	NR	NR		
O1 – O3	41	±15	NR	NR	NR		
O4 – O6	51	±21	3	NR	NR	±4	
COAST GUARD	44	±3	9	70	21	±4	
White	41	±4	9	68	23	±6	
Black	58	±4	10	78	12	±4	
Hispanic	53	±5	8	76	15	±5	
Other Race/Ethnicity	46	±6	9	70	21	±9	
Enlisted	46	±4	9	68	23	±5	
Officers	37	±4	9	78	13	±6	
Male	43	±3	10	68	22	±5	
Female	50	±3	5	80	15	±5	
Not Deployed Past 12 Months	43	±3	9	69	22	±5	
Deployed Past 12 Months	48	±6	9	73	18	±8	

NR: Not reportable

## 60. Was the offender(s)...

## i. Unknown person(s)?
















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	51	±2	11	70	18	±2	
Army	54	±3	11	72	16	±3	
Navy	56	±3	12	68	20	±3	
Marine Corps	52	±4	14	68	19	±5	
Air Force	38	±2	8	71	20	±4	
Enlisted	53	±2	12	69	19	±2	
E1 – E4	55	±3	12	67	21	±3	
E5 – E9	51	±2	12	72	17	±2	
Officers	38	±3	7	77	17	±4	
O1 – O3	38	±4	7	77	16	±5	
O4 – O6	35	±4	6	77	18	±6	
Male	50	±2	12	70	18	±2	
Female	53	±3	8	74	18	±4	
Not Deployed Past 12 Months	48	±2	11	70	19	±2	
Deployed Past 12 Months	55	±2	11	71	18	±3	
WHITE	47	±2	10	72	18	±3	
Army	51	±3	10	73	17	±4	
Navy	53	±4	11	69	19	±5	
Marine Corps	49	±5	12	72	16	±7	
Air Force	34	±3	7	72	21	±5	
Enlisted	50	±2	11	71	18	±3	
E1 – E4	53	±4	11	70	19	±5	
E5 – E9	48	±3	11	72	17	±4	
Officers	35	±3	5	78	17	±5	
O1 – O3	35	±5	4	80	16	±8	
O4 – O6	32	±5	5	78	18	±8	
BLACK	56	±3	12	72	16	±3	
Army	57	±5	12	73	15	±6	
Navy	64	±4	11	71	18	±5	
Marine Corps	57	±5	17	67	17	±6	
Air Force	45	±4	10	71	19	±6	
Enlisted	56	±3	12	71	17	±4	
E1 – E4	55	±5	14	66	21	±7	
E5 – E9	56	±3	11	74	15	±4	
Officers	55	±4	12	76	12	±6	
O1 – O3	53	±5	13	71	15	±7	
O4 – O6	53	±5	11	78	11	±10	
HISPANIC	57	±3	12	68	20	±4	
Army	62	±4	11	72	17	±5	
Navy	57	±5	14	64	21	±7	
Marine Corps	58	±6	12	60	28	±11	
Air Force	44	±6	12	71	17	±9	
Enlisted	58	±3	13	67	21	±4	
E1 – E4	61	±5	11	63	26	±7	
E5 – E9	54	±3	14	70	16	±4	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

60i. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	49	±6	7	77	15	±7	
O1 – O3	49	±8	9	74	17	±9	
O4 – O6	44	±8	10	74	16	±16	
AIAN	58	±8	14	71	16	±10	
Army	54	±14	15	72	13	±15	
Navy	61	±11	8	63	NR	±17	
Marine Corps	66	±18	NR	NR	12	±14	
Air Force	55	±17	8	85	7	±12	
Enlisted	57	±9	16	69	16	±11	
E1 – E4	61	±14	NR	NR	13	±8	
E5 – E9	54	±10	9	73	18	±13	
Officers	61	±24	2	NR	NR	±4	
O1 – O3	57	±31	5	NR	9	±15	
O4 – O6	73	±30	1	NR	NR	±3	
ASIAN	55	±4	15	62	23	±4	
Army	61	±6	15	66	19	±8	
Navy	62	±5	15	60	25	±7	
Marine Corps	43	±11	13	60	27	±5	
Air Force	40	±6	18	59	23	±10	
Enlisted	58	±4	16	61	24	±5	
E1 – E4	63	±6	16	60	25	±8	
E5 – E9	55	±5	16	61	23	±6	
Officers	40	±7	13	71	16	±8	
O1 – O3	41	±9	14	70	16	±12	
O4 – O6	37	±10	11	71	18	±11	
NHPI	52	±10	16	63	21	±11	
Army	55	±15	15	65	20	±17	
Navy	56	±14	19	64	17	±18	
Marine Corps	56	±13	19	45	NR	±16	
Air Force	33	±8	16	65	19	±7	
Enlisted	52	±10	17	62	22	±12	
Officers	46	±36	NR	NR	2	±8	
TWO OR MORE RACES	60	±6	14	66	20	±8	
Army	69	±11	16	70	14	±15	
Navy	56	±9	13	65	23	±12	
Marine Corps	72	±14	NR	NR	NR		
Air Force	48	±9	8	66	26	±17	
Enlisted	62	±6	15	67	19	±9	
E1 – E4	64	±9	18	62	20	±14	
E5 – E9	61	±8	11	72	17	±10	
Officers	49	±12	NR	NR	NR		
O1 – O3	45	±15	NR	NR	NR		
O4 – O6	52	±21	6	NR	NR	±7	
COAST GUARD	44	±3	11	68	21	±4	
White	41	±4	11	66	23	±6	
Black	58	±4	13	76	11	±4	
Hispanic	52	±5	14	71	15	±5	
Other Race/Ethnicity	45	±6	9	68	23	±9	
Enlisted	46	±4	13	65	22	±5	
Officers	37	±4	6	79	15	±6	
Male	43	±3	12	66	22	±5	
Female	50	±3	8	78	14	±5	
Not Deployed Past 12 Months	43	±3	13	67	21	±5	
Deployed Past 12 Months	48	±6	8	70	22	±9	

NR: Not reportable

**60. What was the organizational affiliation of the person(s) involved? Constructed from Q60a-g.**

1. Military only

2. Both military and civilian/contractor

3. Civilian/contractor only

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	32	±2	85	12	3	±2
Army	37	±2	85	13	3	±3
Navy	34	±3	84	12	3	±3
Marine Corps	29	±4	86	11	3	±5
Air Force	22	±2	85	10	5	±4
Enlisted	32	±2	86	11	3	±2
E1 – E4	34	±3	89	10	1	±3
E5 – E9	32	±2	83	13	4	±3
Officers	27	±3	80	15	5	±4
O1 – O3	27	±4	82	14	4	±6
O4 – O6	25	±4	79	14	6	±6
Male	31	±2	85	12	3	±2
Female	38	±3	82	14	4	±4
Not Deployed Past 12 Months	29	±2	83	13	4	±3
Deployed Past 12 Months	35	±2	87	10	2	±3
<b>WHITE</b>	29	±2	85	12	3	±3
Army	34	±3	84	13	3	±4
Navy	33	±4	86	10	4	±5
Marine Corps	28	±5	86	11	3	±8
Air Force	20	±3	87	9	4	±5
Enlisted	30	±2	86	11	3	±3
E1 – E4	32	±3	89	10	1	±4
E5 – E9	29	±3	83	12	5	±4
Officers	25	±3	81	15	4	±6
O1 – O3	25	±4	83	14	3	±9
O4 – O6	23	±4	80	14	6	±9
<b>BLACK</b>	36	±3	85	13	2	±3
Army	40	±5	87	11	2	±5
Navy	37	±4	83	15	3	±6
Marine Corps	34	±5	85	15	1	±10
Air Force	29	±4	81	14	4	±6
Enlisted	36	±3	85	13	2	±4
E1 – E4	34	±5	89	10	1	±6
E5 – E9	37	±3	83	14	3	±4
Officers	39	±4	83	12	4	±5
O1 – O3	39	±5	87	9	4	±6
O4 – O6	36	±5	75	18	7	±6
<b>HISPANIC</b>	34	±3	83	13	4	±4
Army	41	±5	83	14	4	±5
Navy	35	±5	83	13	4	±7
Marine Corps	26	±6	83	11	NR	±13
Air Force	28	±5	82	12	7	±9
Enlisted	34	±3	83	13	4	±4
E1 – E4	34	±5	86	10	3	±6
E5 – E9	35	±3	80	16	4	±5

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48). Respondents who indicated "Unknown Person" or "A civilian from the local community" are excluded from this measure.

NR: Not reportable

60. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	35	±6	78	12	10	±13
O1 – O3	34	±8	NR	NR	NR	
O4 – O6	33	±7	80	14	6	±8
AIAN	40	±9	84	14	2	±12
Army	42	±14	NR	NR	1	±2
Navy	34	±12	NR	NR	7	±11
Marine Corps	40	±28	94	5	0	±13
Air Force	44	±20	93	6	1	±9
Enlisted	38	±10	86	12	2	±11
E1 – E4	39	±16	93	6	1	±8
E5 – E9	37	±10	78	NR	3	±18
Officers	49	±28	NR	NR	2	±4
O1 – O3	47	±33	NR	NR	3	±7
O4 – O6	59	±40	NR	3	1	±9
ASIAN	31	±3	81	15	4	±4
Army	40	±7	81	15	3	±7
Navy	32	±5	80	17	3	±7
Marine Corps	24	±7	88	11	1	±5
Air Force	20	±5	81	12	8	±8
Enlisted	32	±4	81	15	3	±5
E1 – E4	36	±7	83	16	1	±8
E5 – E9	29	±4	80	15	5	±6
Officers	24	±6	81	12	7	±7
O1 – O3	26	±8	85	8	6	±9
O4 – O6	20	±5	67	24	9	±8
NHPI	30	±9	86	14	0	±11
Army	35	±14	84	16	NR	±17
Navy	34	±13	94	6	1	±7
Marine Corps	18	±7	83	17	NR	±18
Air Force	16	±5	82	17	1	±9
Enlisted	30	±9	85	15	0	±11
Officers	35	±39	NR	NR	NR	
TWO OR MORE RACES	41	±6	90	6	4	±7
Army	57	±12	97	3	1	±6
Navy	33	±9	81	NR	3	±18
Marine Corps	44	±19	NR	2	NR	±3
Air Force	25	±8	80	6	NR	±18
Enlisted	42	±7	92	4	4	±7
E1 – E4	45	±11	94	5	1	±11
E5 – E9	39	±8	88	3	8	±11
Officers	31	±11	NR	NR	5	±7
O1 – O3	35	±14	NR	NR	5	±9
O4 – O6	26	±17	NR	15	NR	±17
COAST GUARD	23	±3	87	9	4	±4
White	20	±3	89	7	4	±5
Black	39	±4	83	12	5	±5
Hispanic	31	±4	87	9	3	±5
Other Race/Ethnicity	29	±5	79	18	2	±10
Enlisted	23	±3	89	8	3	±4
Officers	25	±4	80	13	7	±7
Male	22	±3	88	9	4	±4
Female	33	±3	85	13	3	±4
Not Deployed Past 12 Months	22	±3	85	11	4	±4
Deployed Past 12 Months	27	±5	93	6	2	±6

NR: Not reportable



**61. As a result of the situation, did you...**

- a. Try to ignore the behavior?      b. Try to avoid the person(s) who bothered you?      c. Tell the person(s) to stop?
- d. Ask someone else to speak to the person(s) for you?      e. Settle it yourself physically?      f. Call a hotline for advice/information (not to file a report)?
- g. Request a transfer?      h. Think about getting out of your Service?

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
<b>TOTAL DOD</b>	51	±2	62	50	39	24	7	4	10	28	±2
Army	55	±3	64	52	41	27	8	4	13	31	±3
Navy	55	±3	63	52	41	25	7	5	8	26	±3
Marine Corps	52	±4	58	45	37	21	11	4	8	28	±5
Air Force	38	±2	59	48	32	19	2	2	9	22	±4
Enlisted	53	±2	63	52	40	26	8	4	11	29	±2
E1 – E4	55	±3	68	56	42	29	10	5	13	34	±4
E5 – E9	51	±2	58	47	38	23	6	3	9	24	±3
Officers	39	±3	59	42	34	16	2	2	7	22	±4
O1 – O3	39	±4	63	47	36	19	2	2	7	25	±6
O4 – O6	35	±4	55	38	30	10	2	2	7	21	±6
Male	50	±2	61	49	38	23	8	4	9	27	±2
Female	53	±3	69	60	45	34	4	3	15	33	±4
Not Deployed Past 12 Months	48	±2	62	50	38	24	7	5	10	26	±3
Deployed Past 12 Months	55	±2	62	51	41	25	7	3	10	30	±3
<b>WHITE</b>	47	±2	62	49	36	23	5	3	9	28	±3
Army	52	±3	63	52	38	26	6	4	11	31	±5
Navy	53	±4	64	49	39	23	5	4	7	26	±5
Marine Corps	48	±5	57	43	34	18	8	3	9	29	±8
Air Force	34	±3	59	47	31	18	1	1	7	22	±5
Enlisted	50	±2	62	50	37	24	6	4	10	29	±3
E1 – E4	53	±4	67	54	39	27	7	5	12	34	±5
E5 – E9	47	±3	57	46	34	21	4	3	7	24	±4
Officers	35	±3	57	41	33	14	2	2	5	22	±6
O1 – O3	36	±5	62	46	36	18	1	2	5	25	±8
O4 – O6	32	±5	54	37	30	9	2	2	6	22	±8
<b>BLACK</b>	57	±3	62	52	46	28	10	4	13	27	±4
Army	59	±5	63	52	50	29	11	4	15	29	±6
Navy	63	±4	58	52	45	28	8	5	9	23	±6
Marine Corps	57	±5	62	50	46	26	15	9	12	27	±7
Air Force	45	±4	63	53	37	25	4	3	15	27	±6
Enlisted	57	±3	62	53	47	28	10	4	13	27	±4
E1 – E4	56	±5	68	60	51	33	17	7	17	32	±7
E5 – E9	57	±3	58	49	45	26	7	3	11	24	±4
Officers	55	±4	59	46	36	21	3	4	9	25	±6
O1 – O3	54	±5	67	50	34	21	4	3	7	24	±7
O4 – O6	54	±5	59	41	31	14	3	2	8	23	±9
<b>HISPANIC</b>	57	±3	62	53	41	27	11	5	13	27	±4
Army	61	±5	64	52	42	30	9	4	18	31	±6
Navy	57	±5	67	61	45	28	11	7	11	26	±7
Marine Corps	58	±6	58	50	42	25	21	5	8	29	±12
Air Force	46	±6	58	47	29	16	2	4	7	18	±9
Enlisted	58	±3	63	54	41	27	11	5	13	28	±4
E1 – E4	60	±5	66	58	41	31	14	5	13	35	±7
E5 – E9	55	±3	59	50	42	24	9	5	13	21	±5

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

61. Continued	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
Officers	49	±6	61	42	35	16	4	2	9	17	±9
O1 – O3	51	±8	57	41	35	16	2	2	9	18	±14
O4 – O6	45	±8	62	42	39	15	2	3	11	18	±13
AIAN	60	±8	61	50	42	25	6	2	18	41	±13
Army	59	±14	NR	NR	NR	NR	8	3	NR	NR	±6
Navy	59	±12	NR	57	54	NR	3	3	NR	NR	±16
Marine Corps	65	±18	NR	NR	NR	11	6	2	4	NR	±12
Air Force	54	±17	81	NR	NR	13	1	1	NR	NR	±15
Enlisted	58	±9	64	52	45	24	7	2	18	42	±15
E1 – E4	61	±14	NR	NR	NR	NR	7	2	NR	NR	±6
E5 – E9	56	±10	63	54	51	23	6	3	19	32	±16
Officers	67	±22	NR	NR	NR	NR	1	2	NR	NR	±6
O1 – O3	75	±17	NR	NR	NR	NR	NR	NR	NR	NR	
O4 – O6	73	±30	NR	NR	NR	5	0	1	3	NR	±12
ASIAN	56	±3	65	57	48	25	14	7	9	26	±5
Army	60	±6	73	61	54	23	21	10	14	33	±12
Navy	61	±5	60	55	47	28	11	6	6	22	±7
Marine Corps	54	±12	70	59	38	17	11	4	6	25	±15
Air Force	40	±6	63	53	45	29	9	7	10	21	±12
Enlisted	59	±4	66	58	50	27	16	8	10	25	±5
E1 – E4	65	±5	72	64	51	31	19	9	9	29	±9
E5 – E9	55	±5	60	52	48	23	13	7	11	22	±6
Officers	40	±7	63	49	36	18	3	3	6	28	±11
O1 – O3	41	±9	69	52	39	20	3	3	6	32	±15
O4 – O6	39	±10	NR	40	28	11	3	2	5	18	±13
NHPI	53	±10	68	56	39	20	22	6	9	28	±15
Army	58	±15	68	NR	31	16	NR	7	8	28	±18
Navy	55	±14	73	65	58	NR	NR	3	NR	NR	±16
Marine Corps	55	±13	NR	46	62	23	16	10	8	19	±16
Air Force	33	±9	70	58	41	24	10	5	9	18	±9
Enlisted	53	±10	67	55	40	21	23	6	10	26	±15
Officers	46	±36	NR	NR	NR	2	0	2	1	NR	±7
TWO OR MORE RACES	62	±6	64	45	37	26	3	3	8	30	±9
Army	72	±10	78	51	46	34	3	NR	7	39	±16
Navy	56	±9	66	45	36	22	3	4	13	37	±13
Marine Corps	72	±14	NR	NR	NR	12	5	1	3	12	±15
Air Force	50	±9	46	38	29	21	2	1	5	17	±13
Enlisted	64	±6	63	46	37	26	3	4	7	32	±9
E1 – E4	66	±9	71	55	37	26	3	NR	7	38	±14
E5 – E9	61	±8	54	36	37	26	4	3	6	24	±11
Officers	48	±12	72	34	NR	19	1	1	NR	18	±17
O1 – O3	45	±15	80	NR	NR	NR	1	0	NR	NR	±17
O4 – O6	51	±21	NR	NR	14	7	NR	1	NR	14	±13
COAST GUARD	43	±3	56	44	40	22	7	5	8	20	±4
White	41	±4	54	42	39	21	7	5	8	18	±6
Black	60	±4	61	46	43	24	7	5	8	25	±5
Hispanic	52	±5	61	50	40	23	10	7	10	25	±6
Other Race/Ethnicity	46	±6	55	45	46	22	6	4	11	22	±9
Enlisted	45	±4	55	46	42	22	8	6	9	20	±5
Officers	36	±4	57	33	28	18	2	3	3	18	±7
Male	43	±3	55	42	38	19	8	5	8	18	±5
Female	49	±3	62	55	50	35	7	7	12	29	±5
Not Deployed Past 12 Months	42	±3	56	44	40	21	8	5	8	20	±5
Deployed Past 12 Months	48	±6	55	44	41	25	7	7	8	20	±9

NR: Not reportable

**62. Did you discuss/report this situation with any military individuals or organizations?**

1. I informally discussed this situation

2. I formally reported this situation

3. I informally discussed and formally reported the situation

4. I neither informally discussed nor formally reported the situation

	Percent Responding		Percentages				Max ME	Percentage Formally Reporting		
			1	2	3	4				
<b>TOTAL DOD</b>	51	±2	39	1	8	52	±2	9.0	±2.0	
Army	55	±3	41	1	9	49	±3	10.0	±2.0	
Navy	56	±3	41	2	6	51	±3	8.0	±2.0	
Marine Corps	52	±4	34	1	9	56	±5	10.0	±4.0	
Air Force	38	±2	35	1	7	56	±4	9.0	±2.0	
Enlisted	53	±2	39	2	8	51	±2	10.0	±2.0	
E1 – E4	55	±3	37	1	10	51	±4	11.0	±3.0	
E5 – E9	51	±2	40	2	7	52	±3	8.0	±2.0	
Officers	39	±3	40	1	6	53	±4	7.0	±3.0	
O1 – O3	39	±4	45	0	5	50	±6	5.0	±4.0	
O4 – O6	35	±4	35	1	7	57	±6	8.0	±4.0	
Male	50	±2	38	1	8	53	±2	9.0	±2.0	
Female	53	±3	47	2	9	42	±4	11.0	±3.0	
Not Deployed Past 12 Months	48	±2	37	2	8	54	±3	10.0	±2.0	
Deployed Past 12 Months	55	±2	42	1	8	49	±3	9.0	±2.0	
<b>WHITE</b>	47	±2	39	1	7	52	±3	8.0	±2.0	
Army	52	±3	42	0	8	50	±5	9.0	±3.0	
Navy	53	±4	41	1	5	53	±5	6.0	±3.0	
Marine Corps	48	±5	37	1	8	54	±8	9.0	±5.0	
Air Force	34	±3	34	2	7	57	±5	8.0	±3.0	
Enlisted	50	±2	39	1	7	53	±3	8.0	±2.0	
E1 – E4	53	±4	38	1	10	52	±5	10.0	±4.0	
E5 – E9	48	±3	41	1	5	54	±4	6.0	±2.0	
Officers	35	±3	42	1	7	50	±6	8.0	±4.0	
O1 – O3	35	±5	47	0	6	47	±8	6.0	±5.0	
O4 – O6	32	±5	36	1	8	55	±8	9.0	±6.0	
<b>BLACK</b>	57	±3	40	3	9	47	±4	12.0	±3.0	
Army	59	±5	44	4	9	43	±6	12.0	±5.0	
Navy	62	±4	37	3	8	51	±6	12.0	±4.0	
Marine Corps	57	±5	37	4	8	52	±6	12.0	±4.0	
Air Force	45	±4	37	1	11	51	±6	13.0	±5.0	
Enlisted	57	±3	40	3	9	47	±4	13.0	±3.0	
E1 – E4	56	±5	39	4	9	47	±7	14.0	±6.0	
E5 – E9	57	±3	41	3	9	47	±4	12.0	±3.0	
Officers	55	±4	41	2	5	53	±7	7.0	±5.0	
O1 – O3	54	±5	43	1	5	51	±7	6.0	±4.0	
O4 – O6	54	±5	35	0	6	58	±8	7.0	±4.0	
<b>HISPANIC</b>	57	±3	38	1	9	52	±4	10.0	±3.0	
Army	61	±5	39	1	10	50	±6	11.0	±4.0	
Navy	56	±5	47	2	7	44	±7	9.0	±5.0	
Marine Corps	58	±6	29	1	11	58	±10	13.0	±9.0	
Air Force	46	±6	34	2	5	60	±9	6.0	±4.0	
Enlisted	57	±3	39	1	9	51	±4	10.0	±3.0	
E1 – E4	60	±5	39	1	10	51	±7	11.0	±5.0	
E5 – E9	54	±3	39	2	8	52	±5	10.0	±4.0	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

62. Continued	Percent Responding		Percentages				Max ME	Percentage Formally Reporting		
			1	2	3	4				
Officers	50	±6	30	NR	5	62	±8	8.0	±8.0	
O1 – O3	51	±8	34	0	3	63	±10	3.0	±3.0	
O4 – O6	45	±8	30	1	8	61	±14	9.0	±14.0	
AIAN	59	±8	41	NR	7	46	±13	13.0	±13.0	
Army	59	±14	39	NR	8	NR	±16	NR		
Navy	58	±12	57	NR	7	34	±15	8.0	±9.0	
Marine Corps	65	±19	NR	1	3	NR	±6	4.0	±7.0	
Air Force	54	±17	NR	1	5	NR	±6	5.0	±7.0	
Enlisted	58	±9	40	NR	7	46	±13	14.0	±14.0	
E1 – E4	60	±14	25	NR	9	NR	±13	NR		
E5 – E9	56	±10	56	1	6	37	±13	7.0	±5.0	
Officers	67	±22	NR	0	3	NR	±6	3.0	±6.0	
O1 – O3	75	±17	NR	1	NR	NR	±3	NR		
O4 – O6	73	±30	NR	0	1	NR	±4	2.0	±5.0	
ASIAN	55	±4	35	2	7	55	±5	10.0	±4.0	
Army	60	±6	36	3	8	53	±10	11.0	±7.0	
Navy	60	±5	36	3	7	54	±7	10.0	±6.0	
Marine Corps	53	±12	30	1	5	64	±14	6.0	±4.0	
Air Force	38	±6	31	2	8	59	±11	10.0	±10.0	
Enlisted	58	±4	35	3	8	55	±6	11.0	±4.0	
E1 – E4	63	±6	35	3	6	56	±10	10.0	±5.0	
E5 – E9	54	±5	34	2	9	54	±7	12.0	±6.0	
Officers	40	±7	36	1	4	60	±9	4.0	±3.0	
O1 – O3	41	±9	41	0	3	55	±12	4.0	±4.0	
O4 – O6	39	±10	24	1	2	73	±10	3.0	±3.0	
NHPI	52	±9	33	1	5	61	±12	6.0	±5.0	
Army	56	±15	31	1	1	67	±18	2.0	±5.0	
Navy	55	±14	NR	1	NR	43	±16	NR		
Marine Corps	55	±13	26	5	6	63	±15	11.0	±10.0	
Air Force	33	±8	36	2	7	56	±8	9.0	±6.0	
Enlisted	52	±10	34	1	5	60	±12	6.0	±6.0	
Officers	47	±36	NR	NR	NR	NR		NR		
TWO OR MORE RACES	62	±6	38	1	10	50	±8	11.0	±8.0	
Army	72	±10	40	NR	11	47	±16	13.0	±15.0	
Navy	56	±9	41	1	10	48	±14	11.0	±13.0	
Marine Corps	72	±14	NR	2	NR	NR	±6	NR		
Air Force	50	±9	41	0	6	52	±14	6.0	±9.0	
Enlisted	64	±6	38	1	11	49	±9	12.0	±9.0	
E1 – E4	66	±9	35	2	13	50	±15	15.0	±14.0	
E5 – E9	61	±8	43	1	8	48	±10	9.0	±8.0	
Officers	48	±12	NR	0	2	NR	±3	2.0	±3.0	
O1 – O3	45	±15	NR	0	2	NR	±4	2.0	±4.0	
O4 – O6	51	±21	NR	1	2	NR	±4	2.0	±4.0	
COAST GUARD	43	±3	39	2	6	53	±4	8.0	±3.0	
White	41	±4	39	2	6	53	±6	7.0	±4.0	
Black	60	±4	40	2	7	51	±5	8.0	±3.0	
Hispanic	51	±5	36	1	7	56	±5	8.0	±3.0	
Other Race/Ethnicity	45	±6	39	1	8	51	±8	9.0	±7.0	
Enlisted	45	±4	37	2	6	54	±5	8.0	±3.0	
Officers	37	±4	46	0	5	49	±7	5.0	±4.0	
Male	42	±3	38	2	6	55	±5	7.0	±3.0	
Female	49	±3	46	2	10	42	±5	12.0	±3.0	
Not Deployed Past 12 Months	42	±3	38	2	7	53	±5	9.0	±3.0	
Deployed Past 12 Months	47	±6	41	0	4	55	±9	4.0	±3.0	

NR: Not reportable

**63. Did you report this situation to any of the following military individuals or organizations?**

- a. Someone in your chain-of-command      b. Someone in the chain-of-command of the person who did it      c. Special military office responsible for handling these kinds of reports
- d. Other person or office with responsibility for follow-up

	Percent Responding		Percentages				Max ME
			a	b	c	d	
<b>TOTAL DOD</b>	5	±1	83	65	42	50	±6
Army	5	±1	85	66	50	53	±10
Navy	4	±1	78	63	40	45	±11
Marine Corps	5	±2	84	69	28	57	±15
Air Force	3	±1	83	61	33	42	±11
Enlisted	5	±1	82	64	41	50	±6
E1 – E4	6	±2	84	62	42	54	±10
E5 – E9	4	±1	79	66	39	45	±7
Officers	3	±1	92	77	51	56	±15
O1 – O3	2	±1	96	NR	NR	NR	±6
O4 – O6	3	±2	NR	NR	NR	NR	
Male	4	±1	82	64	40	50	±7
Female	6	±2	88	71	51	53	±11
Not Deployed Past 12 Months	5	±1	84	62	45	49	±7
Deployed Past 12 Months	5	±1	81	70	36	52	±10
<b>WHITE</b>	4	±1	85	69	37	50	±10
Army	4	±2	89	70	48	57	±16
Navy	3	±2	NR	NR	29	NR	±17
Marine Corps	4	±3	NR	NR	NR	NR	
Air Force	3	±1	80	NR	28	34	±17
Enlisted	4	±1	83	67	35	48	±11
E1 – E4	6	±2	84	67	38	57	±14
E5 – E9	3	±1	79	68	30	32	±14
Officers	3	±1	NR	NR	NR	NR	
O1 – O3	2	±2	100	NR	NR	NR	±2
O4 – O6	3	±2	NR	NR	NR	NR	
<b>BLACK</b>	7	±2	82	61	50	53	±10
Army	7	±3	78	57	NR	NR	±17
Navy	7	±3	86	62	NR	53	±16
Marine Corps	7	±2	83	50	45	47	±15
Air Force	6	±2	87	75	43	59	±16
Enlisted	7	±2	82	60	50	52	±10
E1 – E4	7	±3	NR	NR	NR	NR	
E5 – E9	7	±2	79	65	43	49	±12
Officers	4	±2	87	82	NR	NR	±17
O1 – O3	3	±2	NR	NR	NR	NR	
O4 – O6	4	±2	NR	NR	NR	NR	
<b>HISPANIC</b>	5	±2	77	67	43	51	±12
Army	6	±3	79	73	NR	NR	±16
Navy	5	±3	NR	NR	NR	NR	
Marine Corps	6	±4	NR	NR	NR	NR	
Air Force	3	±2	88	NR	NR	NR	±16
Enlisted	6	±2	78	67	42	52	±12
E1 – E4	6	±3	71	62	NR	NR	±17
E5 – E9	5	±2	85	72	47	54	±16

































Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable

63. Continued	Percent Responding		Percentages				Max ME
			a	b	c	d	
Officers	4	±3	NR	NR	NR	NR	
O1 – O3	2	±1	NR	NR	NR	NR	
O4 – O6	4	±5	NR	NR	NR	NR	
AIAN	7	±6	NR	NR	NR	NR	
Army	12	±12	NR	NR	NR	NR	
Navy	4	±4	NR	NR	NR	NR	
Marine Corps	3	±3	NR	NR	NR	NR	
Air Force	3	±2	NR	NR	NR	NR	
Enlisted	8	±7	NR	NR	NR	NR	
E1 – E4	12	±13	NR	NR	NR	NR	
E5 – E9	4	±2	NR	NR	NR	NR	
Officers	2	±2	NR	NR	NR	NR	
O1 – O3	4	±5	NR	NR	NR	NR	
O4 – O6	1	±2	NR	NR	NR	NR	
ASIAN	5	±2	NR	61	54	61	±17
Army	6	±4	NR	NR	NR	NR	
Navy	6	±3	NR	NR	NR	NR	
Marine Corps	3	±2	NR	NR	33	NR	±18
Air Force	4	±3	NR	NR	NR	NR	
Enlisted	6	±2	NR	NR	NR	NR	
E1 – E4	6	±3	85	76	72	80	±17
E5 – E9	6	±3	NR	NR	NR	NR	
Officers	2	±1	NR	NR	NR	NR	
O1 – O3	2	±2	NR	NR	NR	NR	
O4 – O6	1	±1	NR	NR	NR	NR	
NHPI	3	±2	84	NR	NR	NR	±17
Army	1	±2	NR	NR	NR	NR	
Navy	8	±10	NR	NR	NR	NR	
Marine Corps	6	±4	NR	NR	NR	NR	
Air Force	3	±2	NR	NR	NR	NR	
Enlisted	3	±3	83	NR	NR	NR	±17
Officers	1	±2	NR	NR	NR	NR	
TWO OR MORE RACES	7	±4	95	NR	NR	NR	±8
Army	9	±8	NR	NR	NR	NR	
Navy	6	±6	99	NR	NR	NR	±3
Marine Corps	12	±16	NR	NR	NR	NR	
Air Force	3	±3	NR	NR	NR	NR	
Enlisted	8	±5	96	NR	NR	NR	±8
E1 – E4	10	±8	NR	NR	NR	NR	
E5 – E9	6	±4	96	NR	NR	NR	±8
Officers	1	±1	NR	NR	NR	NR	
O1 – O3	1	±1	NR	NR	NR	NR	
O4 – O6	1	±1	NR	NR	NR	NR	
COAST GUARD	3	±1	73	52	34	47	±17
White	3	±2	NR	NR	NR	NR	
Black	5	±2	83	57	49	53	±15
Hispanic	4	±2	80	69	35	44	±14
Other Race/Ethnicity	4	±3	96	NR	NR	NR	±10
Enlisted	4	±2	NR	51	34	45	±15
Officers	2	±1	NR	NR	NR	NR	
Male	3	±2	NR	NR	30	NR	±17
Female	6	±2	88	71	46	49	±11
Not Deployed Past 12 Months	4	±2	70	52	36	47	±18
Deployed Past 12 Months	2	±2	NR	NR	19	NR	±16

NR: Not reportable

## 64. Were you encouraged to withdraw your report?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	5	±1	27	±6	
Army	5	±1	35	±10	
Navy	4	±1	27	±9	
Marine Corps	5	±2	14	±12	
Air Force	3	±1	16	±10	
Enlisted	5	±1	26	±6	
E1 – E4	6	±2	33	±10	
E5 – E9	4	±1	18	±6	
Officers	3	±1	30	±15	
O1 – O3	2	±1	NR		
O4 – O6	3	±2	NR		
Male	4	±1	25	±7	
Female	6	±2	33	±11	
Not Deployed Past 12 Months	5	±1	26	±7	
Deployed Past 12 Months	5	±1	27	±10	
<b>WHITE</b>	4	±1	29	±10	
Army	4	±2	45	±15	
Navy	3	±2	20	±16	
Marine Corps	4	±2	NR		
Air Force	3	±1	12	±16	
Enlisted	4	±1	28	±11	
E1 – E4	5	±2	36	±15	
E5 – E9	3	±1	14	±12	
Officers	3	±1	NR		
O1 – O3	2	±2	NR		
O4 – O6	3	±2	NR		
<b>BLACK</b>	7	±2	23	±10	
Army	7	±3	NR		
Navy	7	±3	29	±17	
Marine Corps	6	±2	19	±13	
Air Force	6	±2	26	±17	
Enlisted	7	±2	23	±10	
E1 – E4	8	±3	NR		
E5 – E9	7	±2	16	±10	
Officers	4	±2	NR		
O1 – O3	3	±2	NR		
O4 – O6	4	±2	NR		
<b>HISPANIC</b>	5	±2	29	±11	
Army	6	±3	36	±16	
Navy	5	±3	NR		
Marine Corps	6	±4	8	±12	
Air Force	3	±2	NR		
Enlisted	6	±2	29	±11	
E1 – E4	6	±3	30	±17	
E5 – E9	5	±2	28	±15	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable

64. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	4	±3	NR		
O1 – O3	2	±1	NR		
O4 – O6	4	±5	NR		
AIAN	7	±6	NR		
Army	12	±12	2	±6	
Navy	4	±4	NR		
Marine Corps	2	±2	NR		
Air Force	3	±2	NR		
Enlisted	8	±7	NR		
E1 – E4	12	±13	NR		
E5 – E9	4	±2	NR		
Officers	2	±2	NR		
O1 – O3	4	±5	NR		
O4 – O6	1	±2	NR		
ASIAN	5	±2	23	±12	
Army	6	±4	NR		
Navy	6	±3	NR		
Marine Corps	3	±2	20	±17	
Air Force	4	±3	7	±14	
Enlisted	6	±2	23	±13	
E1 – E4	6	±3	NR		
E5 – E9	6	±3	11	±12	
Officers	2	±1	NR		
O1 – O3	2	±2	NR		
O4 – O6	1	±1	NR		
NHPI	3	±2	NR		
Army	1	±2	NR		
Navy	8	±10	NR		
Marine Corps	6	±4	NR		
Air Force	3	±2	NR		
Enlisted	3	±3	NR		
Officers	1	±2	NR		
TWO OR MORE RACES	7	±4	NR		
Army	9	±8	NR		
Navy	6	±6	NR		
Marine Corps	12	±16	NR		
Air Force	3	±3	NR		
Enlisted	8	±5	NR		
E1 – E4	10	±8	NR		
E5 – E9	6	±4	NR		
Officers	1	±1	NR		
O1 – O3	1	±1	NR		
O4 – O6	1	±1	NR		
COAST GUARD	3	±1	33	±14	
White	3	±2	NR		
Black	5	±2	33	±14	
Hispanic	4	±2	33	±14	
Other Race/Ethnicity	4	±3	NR		
Enlisted	4	±2	33	±16	
Officers	2	±1	NR		
Male	3	±2	34	±18	
Female	6	±2	30	±11	
Not Deployed Past 12 Months	4	±2	35	±16	
Deployed Past 12 Months	2	±2	NR		

NR: Not reportable



## 65. How satisfied are you with the following aspects of the reporting process?

## a. Availability of information about how to follow-up on a report

1. Very dissatisfied  
4. Satisfied

2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	5	±1	11	13	38	20	17	±6	3.2	±0.2	
Army	5	±1	17	15	33	16	19	±10	3.0	±0.3	
Navy	4	±1	6	16	39	26	13	±11	3.3	±0.2	
Marine Corps	5	±2	4	6	46	26	18	±17	3.5	±0.3	
Air Force	3	±1	12	12	42	17	18	±11	3.2	±0.3	
Enlisted	5	±1	10	13	38	21	18	±7	3.2	±0.2	
E1 – E4	6	±2	12	13	38	20	17	±10	3.2	±0.3	
E5 – E9	4	±1	8	12	38	23	19	±8	3.3	±0.2	
Officers	3	±1	22	19	37	10	11	±16	2.7	±0.4	
O1 – O3	2	±1	NR	NR	NR	8	NR	±8	2.9	±0.5	
O4 – O6	3	±2	NR	NR	NR	9	NR	±15	2.6	±0.6	
Male	4	±1	11	12	38	21	19	±7	3.2	±0.2	
Female	6	±2	14	22	37	16	11	±11	2.9	±0.3	
Not Deployed Past 12 Months	4	±1	11	12	38	19	20	±8	3.2	±0.2	
Deployed Past 12 Months	5	±1	11	16	37	22	14	±10	3.1	±0.3	
WHITE	4	±1	13	12	44	15	16	±10	3.1	±0.3	
Army	4	±2	20	15	41	5	19	±17	2.9	±0.5	
Navy	3	±2	NR	15	NR	NR	NR	±15	3.1	±0.4	
Marine Corps	4	±3	3	NR	NR	NR	NR	±9	3.5	±0.4	
Air Force	3	±1	11	8	NR	12	19	±17	3.2	±0.4	
Enlisted	4	±1	11	11	45	17	16	±11	3.2	±0.3	
E1 – E4	5	±2	12	12	43	15	18	±15	3.1	±0.4	
E5 – E9	3	±1	10	9	47	21	13	±15	3.2	±0.3	
Officers	3	±1	NR	21	NR	NR	15	±18	2.7	±0.5	
O1 – O3	2	±2	NR	NR	NR	0	NR	±2	NR		
O4 – O6	3	±2	NR	NR	NR	NR	NR		2.7	±0.7	
BLACK	7	±2	8	13	27	31	21	±10	3.4	±0.3	
Army	7	±3	9	12	21	33	NR	±18	3.5	±0.4	
Navy	7	±3	2	12	32	35	19	±17	3.6	±0.4	
Marine Corps	6	±2	13	5	30	23	29	±16	3.5	±0.4	
Air Force	6	±2	10	19	37	20	13	±16	3.1	±0.4	
Enlisted	7	±2	6	13	28	31	22	±11	3.5	±0.3	
E1 – E4	7	±3	3	11	26	NR	NR	±16	3.6	±0.4	
E5 – E9	7	±2	8	15	28	27	22	±12	3.4	±0.3	
Officers	4	±2	NR	11	NR	NR	1	±13	NR		
O1 – O3	3	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	4	±2	NR	NR	NR	NR	NR		2.6	±0.5	
HISPANIC	5	±2	9	17	39	15	20	±12	3.2	±0.3	
Army	6	±2	9	NR	33	16	18	±17	3.1	±0.4	
Navy	5	±3	NR	NR	NR	NR	NR		3.3	±0.5	
Marine Corps	6	±4	3	5	NR	11	NR	±14	NR		
Air Force	3	±2	NR	8	NR	NR	16	±17	2.9	±0.8	
Enlisted	5	±2	8	16	40	14	22	±13	3.3	±0.3	
E1 – E4	5	±2	7	14	NR	15	NR	±17	3.1	±0.4	
E5 – E9	5	±2	8	NR	31	13	29	±17	3.4	±0.5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable

65a. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
Officers	4	±3	NR	NR	NR	NR	NR		NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	4	±5	NR	NR	NR	NR	NR		NR		
AIAN	7	±6	NR	NR	NR	NR	4	±9	NR		
Army	12	±12	NR	NR	NR	NR	NR		NR		
Navy	4	±4	NR	NR	NR	NR	NR		NR		
Marine Corps	2	±2	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		NR		
Enlisted	8	±7	NR	NR	NR	NR	4	±9	NR		
E1 – E4	12	±13	NR	NR	NR	NR	NR		NR		
E5 – E9	4	±2	NR	NR	NR	NR	NR		NR		
Officers	2	±2	NR	NR	NR	NR	NR		NR		
O1 – O3	3	±5	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±2	NR	NR	NR	NR	NR		NR		
ASIAN	5	±2	8	10	30	26	26	±18	3.5	±0.4	
Army	6	±4	NR	NR	NR	NR	NR		3.2	±0.7	
Navy	6	±3	6	7	NR	NR	NR	±12	3.6	±0.4	
Marine Corps	3	±2	NR	3	NR	NR	13	±16	3.6	±0.3	
Air Force	4	±3	3	NR	NR	NR	NR	±9	NR		
Enlisted	6	±2	8	10	30	NR	27	±16	3.5	±0.4	
E1 – E4	6	±3	NR	NR	17	15	NR	±16	3.3	±0.7	
E5 – E9	6	±3	2	4	NR	NR	NR	±9	3.7	±0.4	
Officers	2	±1	NR	NR	NR	NR	NR		3.0	±0.6	
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
NHPI	3	±2	NR	1	NR	NR	9	±11	NR		
Army	1	±2	NR	NR	NR	NR	NR		NR		
Navy	8	±10	NR	NR	NR	NR	3	±10	NR		
Marine Corps	5	±4	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		3.5	±0.3	
Enlisted	3	±3	NR	1	NR	NR	8	±11	NR		
Officers	1	±2	NR	NR	NR	NR	NR		NR		
TWO OR MORE RACES	7	±4	NR	NR	NR	NR	3	±5	NR		
Army	9	±8	NR	NR	NR	NR	NR		NR		
Navy	6	±6	3	NR	NR	NR	NR	±7	NR		
Marine Corps	12	±16	NR	1	NR	NR	NR	±5	3.1	±0.3	
Air Force	3	±3	NR	NR	NR	NR	NR		NR		
Enlisted	8	±5	NR	NR	NR	NR	3	±5	NR		
E1 – E4	10	±8	NR	NR	NR	NR	1	±6	NR		
E5 – E9	6	±4	1	NR	NR	NR	7	±11	3.3	±0.4	
Officers	1	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		2.2	±0.5	
COAST GUARD	3	±1	10	15	31	24	19	±14	3.3	±0.4	
White	3	±2	NR	NR	NR	NR	NR		3.3	±0.6	
Black	5	±2	9	11	28	21	31	±15	3.6	±0.4	
Hispanic	4	±2	12	6	37	33	12	±15	3.2	±0.3	
Other Race/Ethnicity	4	±3	8	NR	NR	NR	NR	±15	NR		
Enlisted	3	±2	9	16	31	23	20	±16	3.3	±0.4	
Officers	2	±1	NR	8	NR	NR	NR	±14	NR		
Male	3	±1	NR	NR	32	23	21	±18	3.3	±0.5	
Female	6	±2	14	14	30	27	15	±11	3.2	±0.3	
Not Deployed Past 12 Months	3	±2	10	12	33	24	20	±16	3.3	±0.4	
Deployed Past 12 Months	2	±2	8	NR	NR	NR	13	±15	3.0	±0.6	

NR: Not reportable

## 65. How satisfied are you with the following aspects of the reporting process?

## b. Treatment by personnel handling your report

1. Very dissatisfied  
4. Satisfied

2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	5	±1	13	14	36	20	17	±6	3.2	±0.2	
Army	5	±1	15	18	31	17	19	±10	3.0	±0.3	
Navy	4	±1	8	13	41	24	14	±11	3.2	±0.2	
Marine Corps	5	±2	7	9	40	26	18	±17	3.4	±0.3	
Air Force	3	±1	17	10	36	20	17	±11	3.1	±0.3	
Enlisted	5	±1	11	14	36	21	18	±6	3.2	±0.2	
E1 – E4	6	±2	12	15	35	21	17	±10	3.2	±0.3	
E5 – E9	4	±1	10	13	37	21	19	±8	3.3	±0.2	
Officers	3	±1	23	21	34	10	12	±16	2.7	±0.4	
O1 – O3	2	±1	NR	NR	NR	6	NR	±7	2.9	±0.5	
O4 – O6	3	±2	NR	NR	NR	NR	NR		2.7	±0.6	
Male	4	±1	13	13	35	21	18	±7	3.2	±0.2	
Female	6	±2	11	23	36	14	15	±12	3.0	±0.3	
Not Deployed Past 12 Months	4	±1	13	13	36	18	21	±8	3.2	±0.2	
Deployed Past 12 Months	5	±1	12	17	34	24	12	±10	3.1	±0.3	
WHITE	4	±1	14	16	40	14	16	±10	3.0	±0.3	
Army	4	±2	17	22	36	7	18	±17	2.9	±0.5	
Navy	3	±2	9	13	NR	14	NR	±17	3.0	±0.4	
Marine Corps	4	±3	8	NR	NR	NR	NR	±13	3.4	±0.5	
Air Force	3	±1	17	8	NR	NR	19	±17	3.1	±0.5	
Enlisted	4	±1	13	15	40	16	16	±11	3.1	±0.3	
E1 – E4	5	±2	12	18	36	19	16	±15	3.1	±0.4	
E5 – E9	3	±1	14	9	49	12	16	±15	3.1	±0.4	
Officers	3	±1	NR	NR	NR	NR	15	±17	2.7	±0.5	
O1 – O3	2	±2	NR	NR	NR	0	NR	±2	NR		
O4 – O6	3	±2	NR	NR	NR	NR	NR		2.7	±0.7	
BLACK	7	±2	7	11	29	32	21	±10	3.5	±0.3	
Army	7	±3	6	12	27	32	NR	±17	3.5	±0.4	
Navy	7	±3	4	8	31	38	19	±17	3.6	±0.3	
Marine Corps	6	±2	10	8	33	21	29	±16	3.5	±0.4	
Air Force	6	±2	15	14	30	27	14	±17	3.1	±0.5	
Enlisted	7	±2	6	11	30	32	21	±11	3.5	±0.3	
E1 – E4	7	±3	3	4	30	NR	NR	±18	3.8	±0.4	
E5 – E9	7	±2	7	15	30	29	19	±12	3.4	±0.3	
Officers	4	±2	NR	15	23	NR	6	±18	NR		
O1 – O3	3	±2	NR	NR	NR	NR	NR		3.3	±0.6	
O4 – O6	4	±2	NR	NR	NR	NR	NR		2.8	±0.5	
HISPANIC	5	±2	11	16	34	16	22	±13	3.2	±0.3	
Army	6	±2	13	NR	29	16	22	±17	3.1	±0.5	
Navy	5	±3	7	NR	NR	NR	NR	±14	3.3	±0.5	
Marine Corps	6	±4	3	8	NR	12	NR	±14	NR		
Air Force	3	±2	NR	14	NR	13	NR	±17	2.9	±0.8	
Enlisted	5	±2	10	16	36	15	23	±13	3.3	±0.3	
E1 – E4	5	±2	10	12	NR	11	NR	±15	3.1	±0.4	
E5 – E9	5	±2	10	NR	24	18	29	±17	3.4	±0.5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable

65b. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
Officers	4	±3	NR	NR	7	NR	NR	±13	NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	4	±5	NR	NR	NR	NR	NR		NR		
AIAN	7	±6	NR	NR	NR	NR	4	±9	NR		
Army	12	±12	NR	NR	NR	NR	NR		NR		
Navy	4	±4	NR	NR	NR	NR	NR		NR		
Marine Corps	2	±2	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		NR		
Enlisted	8	±7	NR	NR	NR	NR	4	±9	NR		
E1 – E4	12	±13	NR	NR	NR	NR	NR		NR		
E5 – E9	4	±2	NR	NR	NR	NR	NR		NR		
Officers	2	±2	NR	NR	NR	NR	NR		NR		
O1 – O3	3	±5	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±2	NR	NR	NR	NR	NR		NR		
ASIAN	5	±2	5	10	33	NR	21	±15	3.5	±0.3	
Army	6	±4	NR	NR	NR	NR	NR		3.5	±0.6	
Navy	6	±3	6	8	NR	NR	NR	±12	3.6	±0.4	
Marine Corps	3	±2	NR	6	NR	NR	13	±16	3.5	±0.3	
Air Force	4	±3	NR	5	NR	NR	NR	±12	3.6	±0.4	
Enlisted	6	±2	4	NR	32	NR	22	±16	3.6	±0.3	
E1 – E4	6	±3	7	NR	23	18	NR	±16	3.6	±0.6	
E5 – E9	6	±3	3	5	NR	NR	13	±15	3.6	±0.3	
Officers	2	±1	NR	NR	NR	NR	NR		2.7	±0.5	
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
NHPI	3	±2	NR	1	NR	NR	7	±11	NR		
Army	1	±2	NR	NR	NR	NR	NR		NR		
Navy	8	±10	NR	NR	NR	NR	NR		NR		
Marine Corps	5	±4	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		3.4	±0.3	
Enlisted	3	±3	NR	1	NR	NR	6	±10	NR		
Officers	1	±2	NR	NR	NR	NR	NR		NR		
TWO OR MORE RACES	7	±4	NR	NR	NR	NR	7	±15	NR		
Army	9	±8	NR	0	NR	NR	NR	±2	NR		
Navy	6	±6	6	NR	NR	NR	NR	±12	NR		
Marine Corps	12	±16	0	1	NR	NR	NR	±6	NR		
Air Force	3	±3	NR	NR	NR	NR	NR		NR		
Enlisted	8	±5	NR	NR	NR	NR	NR		NR		
E1 – E4	10	±8	NR	NR	NR	NR	1	±5	NR		
E5 – E9	6	±4	3	NR	NR	NR	NR	±6	NR		
Officers	1	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		2.3	±0.5	
COAST GUARD	3	±1	10	15	36	20	19	±15	3.2	±0.4	
White	3	±2	NR	11	NR	NR	NR	±16	3.3	±0.5	
Black	5	±2	11	14	19	25	31	±15	3.5	±0.4	
Hispanic	4	±2	8	11	42	27	12	±15	3.2	±0.3	
Other Race/Ethnicity	4	±3	NR	NR	NR	NR	NR		2.7	±0.5	
Enlisted	3	±2	9	14	39	17	21	±16	3.3	±0.4	
Officers	2	±1	NR	NR	10	NR	NR	±13	NR		
Male	3	±1	NR	15	NR	20	NR	±16	3.3	±0.5	
Female	6	±2	14	15	34	20	17	±11	3.1	±0.3	
Not Deployed Past 12 Months	3	±2	10	11	39	20	20	±17	3.3	±0.4	
Deployed Past 12 Months	2	±2	6	NR	NR	NR	13	±15	3.0	±0.6	

NR: Not reportable

## 65. How satisfied are you with the following aspects of the reporting process?

## c. Amount of time it took/is taking to resolve your report

1. Very dissatisfied  
4. Satisfied






















2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	5	±1	17	16	35	17	15	±6	3.0	±0.2	
Army	5	±1	22	18	30	13	17	±10	2.9	±0.3	
Navy	4	±1	10	15	37	25	13	±11	3.2	±0.3	
Marine Corps	5	±2	10	6	46	23	15	±18	3.3	±0.3	
Air Force	3	±1	18	21	37	11	14	±11	2.8	±0.3	
Enlisted	5	±1	16	16	35	18	16	±6	3.0	±0.2	
E1 – E4	6	±2	18	12	37	16	16	±10	3.0	±0.3	
E5 – E9	4	±1	12	20	33	19	16	±7	3.1	±0.2	
Officers	3	±1	28	17	37	10	9	±16	2.5	±0.4	
O1 – O3	2	±1	NR	NR	NR	7	NR	±7	2.7	±0.5	
O4 – O6	3	±2	NR	NR	NR	NR	NR		2.4	±0.6	
Male	4	±1	17	15	34	17	17	±7	3.0	±0.2	
Female	6	±2	13	22	40	14	10	±12	2.9	±0.3	
Not Deployed Past 12 Months	4	±1	19	14	33	15	18	±8	3.0	±0.2	
Deployed Past 12 Months	5	±1	13	19	37	20	12	±10	3.0	±0.3	
WHITE	4	±1	19	14	39	13	15	±10	2.9	±0.3	
Army	4	±2	26	16	36	4	18	±17	2.7	±0.5	
Navy	3	±2	10	11	NR	NR	NR	±14	3.1	±0.4	
Marine Corps	4	±2	NR	NR	NR	NR	NR		3.2	±0.5	
Air Force	3	±1	17	21	38	NR	16	±17	2.8	±0.5	
Enlisted	4	±1	18	13	39	14	15	±11	3.0	±0.3	
E1 – E4	5	±2	18	12	39	14	17	±15	3.0	±0.4	
E5 – E9	3	±1	18	16	38	16	12	±16	2.9	±0.4	
Officers	3	±1	24	NR	NR	NR	11	±18	2.6	±0.5	
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±2	NR	NR	NR	NR	NR		2.5	±0.8	
BLACK	7	±2	11	18	28	26	17	±10	3.2	±0.3	
Army	7	±3	NR	21	24	24	NR	±16	3.2	±0.5	
Navy	7	±3	4	10	32	40	14	±17	3.5	±0.3	
Marine Corps	6	±2	13	7	32	19	29	±16	3.4	±0.4	
Air Force	5	±2	19	26	34	12	NR	±17	2.7	±0.4	
Enlisted	7	±2	10	18	28	26	18	±11	3.3	±0.3	
E1 – E4	7	±3	NR	10	30	28	NR	±18	3.3	±0.6	
E5 – E9	7	±2	8	23	27	24	17	±12	3.2	±0.3	
Officers	4	±2	NR	15	NR	NR	NR	±15	NR		
O1 – O3	3	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	4	±2	NR	NR	NR	NR	NR		2.5	±0.5	
HISPANIC	5	±2	14	21	35	12	19	±12	3.0	±0.3	
Army	6	±2	16	NR	29	14	17	±17	2.9	±0.5	
Navy	5	±3	NR	NR	NR	NR	NR		2.8	±0.5	
Marine Corps	6	±4	5	7	NR	11	NR	±14	NR		
Air Force	3	±2	NR	NR	NR	11	16	±17	2.7	±0.7	
Enlisted	5	±2	12	22	37	10	20	±13	3.0	±0.3	
E1 – E4	5	±2	15	17	NR	NR	NR	±16	2.9	±0.4	
E5 – E9	5	±2	9	26	28	11	26	±18	3.2	±0.5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable

65c. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
Officers	4	±3	NR	8	8	NR	NR	±15	NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	4	±5	NR	NR	NR	NR	NR		NR		
AIAN	7	±6	NR	6	NR	7	NR	±12	NR		
Army	12	±12	NR	NR	NR	NR	NR		NR		
Navy	4	±4	NR	NR	NR	NR	NR		NR		
Marine Corps	2	±2	NR	NR	NR	NR	NR		3.3	±0.6	
Air Force	3	±2	NR	NR	NR	NR	NR		NR		
Enlisted	8	±7	NR	6	NR	6	NR	±13	NR		
E1 – E4	12	±13	NR	NR	NR	NR	NR		NR		
E5 – E9	4	±2	NR	11	NR	NR	NR	±15	NR		
Officers	2	±2	NR	NR	NR	NR	NR		NR		
O1 – O3	3	±5	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±2	NR	NR	NR	NR	NR		NR		
ASIAN	5	±2	6	7	41	25	21	±18	3.5	±0.3	
Army	6	±4	NR	NR	NR	NR	NR		3.5	±0.6	
Navy	6	±3	4	8	NR	NR	21	±18	3.6	±0.4	
Marine Corps	3	±2	NR	3	NR	30	14	±18	3.5	±0.3	
Air Force	4	±3	8	NR	NR	NR	NR	±14	3.1	±0.3	
Enlisted	6	±2	4	7	NR	NR	22	±13	3.6	±0.3	
E1 – E4	6	±3	NR	NR	NR	13	NR	±12	3.7	±0.5	
E5 – E9	6	±3	3	4	NR	NR	13	±15	3.5	±0.3	
Officers	2	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
NHPI	3	±2	NR	1	NR	NR	9	±12	NR		
Army	1	±2	NR	NR	NR	NR	NR		NR		
Navy	8	±10	NR	NR	NR	NR	NR		NR		
Marine Corps	5	±4	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		3.5	±0.4	
Enlisted	3	±3	NR	1	NR	NR	8	±11	NR		
Officers	1	±2	NR	NR	NR	NR	NR		NR		
TWO OR MORE RACES	7	±4	NR	NR	NR	NR	3	±4	NR		
Army	9	±8	NR	NR	NR	NR	NR		NR		
Navy	6	±6	NR	NR	NR	NR	NR		NR		
Marine Corps	12	±16	0	NR	NR	NR	NR	±4	3.1	±0.3	
Air Force	3	±3	NR	NR	NR	NR	NR		NR		
Enlisted	8	±5	NR	NR	NR	NR	3	±4	NR		
E1 – E4	10	±8	NR	NR	NR	NR	0	±2	NR		
E5 – E9	6	±4	NR	NR	NR	NR	7	±11	NR		
Officers	1	±1	NR	NR	NR	NR	NR		1.8	±0.7	
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
COAST GUARD	3	±1	22	8	34	18	18	±15	3.0	±0.4	
White	3	±2	NR	5	NR	NR	NR	±6	3.1	±0.6	
Black	5	±2	16	11	22	30	21	±15	3.3	±0.4	
Hispanic	4	±2	10	15	40	23	12	±15	3.1	±0.3	
Other Race/Ethnicity	4	±3	NR	NR	NR	NR	NR		NR		
Enlisted	3	±2	22	8	34	17	19	±17	3.0	±0.5	
Officers	2	±1	NR	NR	NR	NR	NR		2.8	±0.6	
Male	3	±1	NR	5	NR	17	NR	±15	3.0	±0.5	
Female	6	±2	18	19	26	23	14	±11	3.0	±0.3	
Not Deployed Past 12 Months	3	±2	20	7	36	18	19	±17	3.1	±0.5	
Deployed Past 12 Months	2	±2	NR	12	NR	NR	11	±16	NR		

NR: Not reportable

## 65. How satisfied are you with the following aspects of the reporting process?

## d. How well you were/are kept informed about the progress of your report

1. Very dissatisfied  
4. Satisfied

2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	5	±1	16	16	38	14	16	±6	3.0	±0.2	
Army	5	±1	21	17	34	10	17	±10	2.9	±0.3	
Navy	4	±1	11	15	39	24	11	±11	3.1	±0.3	
Marine Corps	5	±2	6	14	NR	14	18	±16	3.2	±0.3	
Air Force	3	±1	19	19	35	12	15	±11	2.8	±0.3	
Enlisted	5	±1	15	16	38	15	16	±6	3.0	±0.2	
E1 – E4	6	±2	17	16	37	14	15	±10	3.0	±0.3	
E5 – E9	4	±1	13	16	39	16	17	±8	3.1	±0.2	
Officers	3	±1	27	22	34	8	9	±16	2.5	±0.4	
O1 – O3	2	±1	NR	NR	NR	8	NR	±8	2.6	±0.5	
O4 – O6	3	±2	NR	NR	NR	4	NR	±4	2.4	±0.6	
Male	4	±1	16	15	38	15	16	±7	3.0	±0.2	
Female	6	±2	16	23	38	10	13	±12	2.8	±0.3	
Not Deployed Past 12 Months	4	±1	18	12	40	12	18	±8	3.0	±0.2	
Deployed Past 12 Months	5	±1	14	23	34	17	12	±10	2.9	±0.3	
WHITE	4	±1	17	18	41	9	15	±10	2.9	±0.3	
Army	4	±2	24	17	38	3	18	±18	2.8	±0.5	
Navy	3	±2	12	15	NR	NR	NR	±17	2.9	±0.4	
Marine Corps	4	±3	5	NR	NR	NR	NR	±11	3.1	±0.5	
Air Force	3	±1	20	22	35	NR	16	±17	2.8	±0.5	
Enlisted	4	±1	17	16	41	10	16	±11	2.9	±0.3	
E1 – E4	5	±2	15	19	39	10	16	±15	2.9	±0.4	
E5 – E9	3	±1	19	11	45	9	16	±15	2.9	±0.4	
Officers	2	±1	22	NR	NR	NR	12	±18	2.5	±0.5	
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±2	NR	NR	NR	NR	NR		2.5	±0.7	
BLACK	7	±2	12	16	31	25	17	±10	3.2	±0.3	
Army	7	±3	13	21	29	20	NR	±17	3.1	±0.5	
Navy	7	±3	7	6	32	42	14	±17	3.5	±0.4	
Marine Corps	6	±2	10	7	37	18	28	±15	3.5	±0.4	
Air Force	6	±2	16	18	32	17	16	±17	3.0	±0.5	
Enlisted	7	±2	10	16	31	25	18	±11	3.2	±0.3	
E1 – E4	7	±3	NR	NR	31	30	NR	±18	3.3	±0.6	
E5 – E9	7	±2	7	23	32	22	17	±12	3.2	±0.3	
Officers	4	±2	NR	11	NR	NR	NR	±15	NR		
O1 – O3	3	±2	NR	NR	NR	NR	NR		3.0	±0.6	
O4 – O6	4	±2	NR	NR	NR	NR	NR		2.6	±0.5	
HISPANIC	5	±2	13	19	39	10	19	±12	3.0	±0.3	
Army	6	±2	16	NR	32	10	20	±17	3.0	±0.5	
Navy	5	±3	7	NR	NR	NR	NR	±14	2.9	±0.5	
Marine Corps	6	±4	5	9	NR	9	NR	±13	NR		
Air Force	3	±2	NR	10	NR	9	10	±16	2.6	±0.6	
Enlisted	5	±2	11	20	41	8	20	±13	3.1	±0.3	
E1 – E4	5	±2	13	20	NR	NR	NR	±16	2.9	±0.4	
E5 – E9	5	±2	10	NR	36	11	23	±18	3.2	±0.5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable

65d. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
Officers	4	±3	NR	5	10	NR	NR	±15	NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	4	±5	NR	NR	NR	NR	NR		NR		
AIAN	7	±6	NR	6	NR	NR	3	±12	NR		
Army	12	±12	NR	NR	NR	NR	NR		NR		
Navy	4	±4	NR	NR	NR	NR	NR		NR		
Marine Corps	2	±2	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		NR		
Enlisted	8	±7	NR	6	NR	NR	3	±13	NR		
E1 – E4	12	±13	NR	NR	NR	NR	NR		NR		
E5 – E9	4	±2	NR	11	NR	NR	NR	±15	NR		
Officers	2	±2	NR	NR	NR	NR	NR		NR		
O1 – O3	3	±5	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±2	NR	NR	NR	NR	NR		NR		
ASIAN	5	±2	8	3	47	25	17	±18	3.4	±0.3	
Army	6	±4	NR	NR	NR	NR	NR		3.2	±0.5	
Navy	6	±3	6	6	NR	NR	NR	±11	3.6	±0.4	
Marine Corps	3	±2	NR	2	NR	NR	14	±17	3.5	±0.3	
Air Force	4	±3	NR	1	NR	NR	NR	±3	3.1	±0.3	
Enlisted	6	±2	7	4	NR	NR	18	±12	3.4	±0.3	
E1 – E4	6	±3	NR	5	NR	18	NR	±15	3.4	±0.5	
E5 – E9	6	±3	4	3	NR	NR	13	±15	3.4	±0.3	
Officers	2	±1	NR	NR	NR	NR	NR		2.8	±0.5	
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
NHPI	3	±2	NR	1	NR	NR	7	±11	NR		
Army	1	±2	NR	NR	NR	NR	NR		NR		
Navy	8	±10	NR	NR	NR	NR	NR		NR		
Marine Corps	5	±4	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		3.4	±0.3	
Enlisted	3	±3	NR	1	NR	NR	6	±10	NR		
Officers	1	±2	NR	NR	NR	NR	NR		NR		
TWO OR MORE RACES	7	±4	NR	NR	NR	NR	NR		NR		
Army	9	±8	NR	NR	NR	NR	NR		NR		
Navy	6	±6	NR	NR	NR	NR	1	±5	NR		
Marine Corps	12	±16	NR	NR	NR	NR	NR		3.2	±0.3	
Air Force	3	±3	NR	NR	NR	NR	NR		NR		
Enlisted	8	±5	NR	NR	NR	NR	NR		NR		
E1 – E4	10	±8	NR	NR	NR	NR	0	±2	NR		
E5 – E9	6	±4	NR	NR	NR	NR	NR		NR		
Officers	1	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
COAST GUARD	3	±1	11	19	34	18	17	±14	3.1	±0.4	
White	3	±2	NR	NR	NR	NR	NR		3.1	±0.6	
Black	5	±2	8	23	22	23	25	±15	3.4	±0.4	
Hispanic	4	±2	8	7	46	27	12	±14	3.3	±0.3	
Other Race/Ethnicity	4	±3	NR	NR	NR	NR	NR		NR		
Enlisted	3	±2	9	18	33	20	19	±16	3.2	±0.4	
Officers	2	±1	NR	NR	NR	6	NR	±11	2.5	±0.5	
Male	3	±1	NR	19	NR	19	NR	±18	3.2	±0.5	
Female	6	±2	14	22	36	16	12	±11	2.9	±0.3	
Not Deployed Past 12 Months	3	±2	11	17	35	18	18	±17	3.1	±0.4	
Deployed Past 12 Months	2	±2	6	NR	NR	17	13	±17	3.0	±0.6	

NR: Not reportable



## 65. How satisfied are you with the following aspects of the reporting process?

## e. Degree to which your privacy was/is being protected

1. Very dissatisfied  
4. Satisfied

























2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	5	±1	16	14	38	17	16	±6	3.0	±0.2	
Army	5	±1	23	14	35	11	17	±10	2.9	±0.3	
Navy	4	±1	9	13	37	29	12	±11	3.2	±0.3	
Marine Corps	5	±2	7	19	40	15	19	±18	3.2	±0.4	
Air Force	3	±1	15	8	43	16	18	±11	3.1	±0.3	
Enlisted	5	±1	15	14	37	17	17	±6	3.1	±0.2	
E1 – E4	6	±2	18	15	35	16	16	±10	3.0	±0.3	
E5 – E9	4	±1	11	14	39	18	18	±8	3.2	±0.2	
Officers	3	±1	28	5	43	13	11	±15	2.7	±0.4	
O1 – O3	2	±1	NR	NR	NR	NR	NR		2.5	±0.6	
O4 – O6	3	±2	NR	3	NR	NR	NR	±4	3.2	±0.5	
Male	4	±1	15	13	38	18	17	±7	3.1	±0.2	
Female	6	±2	22	16	37	11	14	±12	2.8	±0.4	
Not Deployed Past 12 Months	4	±1	18	12	37	14	19	±8	3.1	±0.2	
Deployed Past 12 Months	5	±1	14	16	37	21	12	±10	3.0	±0.3	
WHITE	4	±1	18	14	40	12	17	±9	3.0	±0.3	
Army	4	±2	25	13	40	4	18	±17	2.8	±0.5	
Navy	3	±2	11	11	NR	NR	NR	±14	3.1	±0.4	
Marine Corps	4	±3	NR	NR	NR	NR	NR		3.0	±0.6	
Air Force	3	±1	15	NR	NR	12	25	±17	3.3	±0.5	
Enlisted	4	±1	16	15	39	13	17	±11	3.0	±0.3	
E1 – E4	5	±2	18	20	33	12	17	±15	2.9	±0.4	
E5 – E9	3	±1	12	7	50	13	17	±15	3.2	±0.4	
Officers	3	±1	NR	NR	NR	NR	14	±16	2.7	±0.5	
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±2	NR	NR	NR	NR	NR		3.3	±0.7	
BLACK	7	±2	12	16	31	26	16	±10	3.2	±0.3	
Army	7	±3	17	20	26	19	NR	±16	3.0	±0.5	
Navy	7	±3	4	9	32	41	14	±17	3.5	±0.3	
Marine Corps	6	±2	9	5	36	22	28	±16	3.6	±0.4	
Air Force	6	±2	9	18	40	23	NR	±17	3.1	±0.4	
Enlisted	7	±2	11	16	31	26	17	±11	3.2	±0.3	
E1 – E4	7	±3	NR	6	31	32	NR	±18	3.4	±0.6	
E5 – E9	7	±2	10	22	31	22	15	±12	3.1	±0.3	
Officers	4	±2	NR	14	NR	20	NR	±18	NR		
O1 – O3	3	±2	NR	NR	NR	NR	NR		3.0	±0.5	
O4 – O6	4	±2	NR	NR	NR	NR	NR		2.8	±0.4	
HISPANIC	5	±2	11	14	44	11	19	±12	3.1	±0.3	
Army	6	±2	13	NR	NR	10	18	±16	3.1	±0.4	
Navy	5	±3	7	NR	NR	NR	NR	±14	3.1	±0.5	
Marine Corps	6	±4	3	8	NR	12	NR	±14	NR		
Air Force	3	±2	NR	NR	NR	12	9	±16	2.6	±0.7	
Enlisted	5	±2	11	15	45	9	20	±13	3.1	±0.3	
E1 – E4	5	±2	11	NR	NR	5	16	±17	3.1	±0.4	
E5 – E9	5	±2	10	NR	32	13	25	±18	3.2	±0.5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable

65e. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
Officers	4	±3	NR	5	NR	NR	NR	±13	NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	4	±5	NR	NR	NR	NR	NR		2.9	±0.4	
AIAN	7	±6	NR	NR	NR	10	3	±14	NR		
Army	12	±12	NR	NR	NR	NR	NR		NR		
Navy	4	±4	NR	NR	NR	NR	NR		NR		
Marine Corps	2	±2	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		NR		
Enlisted	8	±7	NR	NR	NR	8	3	±13	NR		
E1 – E4	12	±13	NR	NR	NR	NR	NR		NR		
E5 – E9	4	±2	NR	NR	NR	NR	NR		2.3	±0.5	
Officers	2	±2	NR	NR	NR	NR	NR		NR		
O1 – O3	3	±5	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±2	NR	NR	NR	NR	NR		NR		
ASIAN	5	±2	10	5	35	27	23	±18	3.5	±0.4	
Army	6	±4	NR	NR	NR	NR	NR		NR		
Navy	6	±3	5	7	NR	NR	22	±18	3.7	±0.4	
Marine Corps	3	±2	5	NR	NR	21	21	±18	3.5	±0.4	
Air Force	4	±3	7	1	NR	NR	NR	±14	3.2	±0.3	
Enlisted	6	±2	NR	4	36	NR	24	±17	3.5	±0.4	
E1 – E4	6	±3	NR	NR	20	17	NR	±18	3.5	±0.8	
E5 – E9	6	±3	3	4	NR	NR	14	±15	3.5	±0.3	
Officers	2	±1	NR	NR	NR	NR	NR		3.0	±0.6	
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
NHPI	3	±2	NR	1	NR	NR	8	±11	NR		
Army	1	±2	NR	NR	NR	NR	NR		NR		
Navy	8	±10	NR	NR	NR	NR	NR		NR		
Marine Corps	5	±4	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		3.3	±0.3	
Enlisted	3	±3	NR	1	NR	NR	7	±10	NR		
Officers	1	±2	NR	NR	NR	NR	NR		NR		
TWO OR MORE RACES	7	±4	NR	NR	NR	NR	6	±13	NR		
Army	9	±8	NR	0	NR	NR	NR	±2	NR		
Navy	6	±6	NR	NR	NR	NR	NR		NR		
Marine Corps	12	±16	NR	NR	NR	NR	NR		NR		
Air Force	3	±3	NR	NR	NR	NR	NR		NR		
Enlisted	8	±5	NR	NR	NR	NR	6	±14	NR		
E1 – E4	10	±8	NR	NR	NR	NR	0	±2	NR		
E5 – E9	6	±4	NR	2	NR	NR	NR	±5	NR		
Officers	1	±1	NR	NR	NR	NR	NR		1.8	±0.7	
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		2.3	±0.5	
COAST GUARD	3	±1	12	11	34	25	18	±15	3.3	±0.4	
White	3	±2	NR	11	NR	NR	NR	±16	3.3	±0.5	
Black	5	±2	8	22	28	26	17	±16	3.2	±0.4	
Hispanic	4	±2	10	7	44	25	14	±15	3.2	±0.3	
Other Race/Ethnicity	4	±3	8	8	NR	NR	NR	±15	3.3	±0.5	
Enlisted	3	±2	10	11	32	27	20	±16	3.3	±0.4	
Officers	2	±1	NR	NR	NR	14	NR	±15	2.6	±0.5	
Male	3	±1	NR	8	NR	NR	NR	±15	3.4	±0.5	
Female	6	±2	16	21	33	15	14	±11	2.9	±0.3	
Not Deployed Past 12 Months	3	±2	13	11	35	22	19	±17	3.2	±0.4	
Deployed Past 12 Months	2	±2	4	10	NR	NR	13	±15	3.6	±0.4	

NR: Not reportable

## 65. How satisfied are you with the following aspects of the reporting process?

## f. The reporting process overall

1. Very dissatisfied  
4. Satisfied

2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
<b>TOTAL DOD</b>	5	±1	18	13	37	16	16	±6	3.0	±0.2	
Army	5	±1	26	15	29	13	16	±10	2.8	±0.3	
Navy	4	±1	11	13	39	24	13	±11	3.2	±0.3	
Marine Corps	5	±2	6	9	NR	18	19	±16	3.4	±0.3	
Air Force	3	±1	17	13	42	12	16	±11	2.9	±0.3	
Enlisted	5	±1	17	14	37	16	17	±6	3.0	±0.2	
E1 – E4	6	±2	19	15	36	15	16	±10	3.0	±0.3	
E5 – E9	4	±1	15	12	38	19	17	±8	3.1	±0.2	
Officers	3	±1	29	13	37	12	8	±16	2.6	±0.4	
O1 – O3	2	±1	NR	5	NR	NR	NR	±6	2.7	±0.5	
O4 – O6	3	±2	NR	NR	NR	NR	NR		2.6	±0.6	
Male	4	±1	17	13	37	17	16	±7	3.0	±0.2	
Female	6	±2	24	16	37	10	14	±12	2.7	±0.4	
Not Deployed Past 12 Months	4	±1	20	10	38	14	18	±8	3.0	±0.2	
Deployed Past 12 Months	5	±1	15	19	35	20	12	±9	2.9	±0.3	
<b>WHITE</b>	4	±1	20	14	40	11	16	±10	2.9	±0.3	
Army	4	±2	29	17	32	4	18	±17	2.6	±0.5	
Navy	3	±2	15	9	NR	NR	NR	±15	3.0	±0.4	
Marine Corps	4	±3	6	NR	NR	NR	NR	±12	3.3	±0.5	
Air Force	3	±1	16	14	NR	NR	19	±17	3.0	±0.5	
Enlisted	4	±1	18	14	39	11	17	±11	3.0	±0.3	
E1 – E4	5	±2	18	18	36	10	18	±15	2.9	±0.4	
E5 – E9	3	±1	19	6	46	13	16	±15	3.0	±0.4	
Officers	3	±1	NR	NR	NR	NR	11	±15	2.6	±0.5	
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	3	±2	NR	NR	NR	NR	NR		2.7	±0.7	
<b>BLACK</b>	7	±2	16	10	29	28	16	±11	3.2	±0.3	
Army	7	±3	23	10	23	26	NR	±17	3.0	±0.6	
Navy	7	±3	4	7	32	NR	NR	±16	3.6	±0.3	
Marine Corps	6	±2	13	7	31	19	30	±16	3.5	±0.4	
Air Force	6	±2	15	17	41	17	NR	±17	2.9	±0.4	
Enlisted	7	±2	15	10	29	29	17	±11	3.2	±0.3	
E1 – E4	7	±3	NR	3	31	NR	NR	±18	3.4	±0.6	
E5 – E9	7	±2	15	15	28	28	15	±12	3.1	±0.3	
Officers	4	±2	NR	15	NR	20	NR	±18	NR		
O1 – O3	3	±2	NR	NR	NR	NR	NR		2.9	±0.5	
O4 – O6	4	±2	NR	NR	NR	NR	NR		2.4	±0.5	
<b>HISPANIC</b>	5	±2	12	18	40	10	19	±12	3.0	±0.3	
Army	6	±2	16	NR	33	10	18	±16	2.9	±0.5	
Navy	5	±3	7	NR	NR	NR	NR	±14	3.0	±0.4	
Marine Corps	6	±4	3	10	NR	11	NR	±14	NR		
Air Force	3	±2	NR	10	NR	13	14	±17	2.7	±0.7	
Enlisted	5	±2	11	19	42	8	20	±13	3.1	±0.3	
E1 – E4	5	±2	12	18	NR	5	NR	±17	2.9	±0.4	
E5 – E9	5	±2	10	NR	34	11	26	±17	3.2	±0.5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable



































65f. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
Officers	4	±3	NR	7	9	NR	NR	±15	NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	4	±5	NR	2	NR	NR	NR	±7	NR		
AIAN	7	±6	NR	NR	NR	NR	5	±10	NR		
Army	12	±12	NR	NR	NR	NR	NR		NR		
Navy	4	±4	NR	NR	NR	NR	NR		NR		
Marine Corps	2	±2	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		NR		
Enlisted	8	±7	NR	NR	NR	NR	5	±11	NR		
E1 – E4	12	±13	NR	NR	NR	2	NR	±7	NR		
E5 – E9	4	±2	NR	NR	NR	NR	NR		NR		
Officers	2	±2	NR	NR	NR	NR	NR		NR		
O1 – O3	3	±5	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±2	NR	NR	NR	NR	NR		NR		
ASIAN	5	±2	11	8	36	28	17	±18	3.3	±0.4	
Army	6	±4	NR	NR	NR	NR	NR		NR		
Navy	6	±3	8	7	NR	NR	22	±18	3.6	±0.4	
Marine Corps	3	±2	5	5	NR	27	17	±18	3.5	±0.4	
Air Force	4	±3	NR	3	NR	NR	NR	±8	3.2	±0.3	
Enlisted	6	±2	11	7	36	NR	18	±17	3.3	±0.4	
E1 – E4	6	±3	NR	NR	22	21	NR	±18	3.2	±0.7	
E5 – E9	6	±3	4	6	NR	NR	14	±15	3.5	±0.3	
Officers	2	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
NHPI	3	±2	NR	1	NR	NR	7	±11	NR		
Army	1	±2	NR	NR	NR	NR	NR		NR		
Navy	8	±10	NR	1	NR	NR	NR	±8	NR		
Marine Corps	5	±4	NR	NR	NR	NR	NR		NR		
Air Force	3	±2	NR	NR	NR	NR	NR		3.4	±0.3	
Enlisted	3	±3	NR	1	NR	NR	6	±10	NR		
Officers	1	±2	NR	NR	NR	NR	NR		NR		
TWO OR MORE RACES	7	±4	NR	NR	NR	NR	2	±4	NR		
Army	9	±8	NR	NR	NR	NR	NR		NR		
Navy	6	±6	NR	NR	NR	NR	NR		NR		
Marine Corps	12	±16	0	NR	NR	NR	NR	±4	3.2	±0.3	
Air Force	3	±3	NR	NR	NR	NR	NR		NR		
Enlisted	8	±5	NR	NR	NR	NR	2	±4	NR		
E1 – E4	10	±8	NR	NR	NR	NR	0	±2	NR		
E5 – E9	6	±4	NR	NR	NR	NR	6	±11	3.0	±0.5	
Officers	1	±1	NR	NR	NR	NR	NR		1.8	±0.7	
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
COAST GUARD	3	±1	19	14	31	18	17	±15	3.0	±0.4	
White	3	±2	NR	12	NR	NR	NR	±15	3.0	±0.7	
Black	5	±2	14	17	17	34	18	±15	3.2	±0.4	
Hispanic	4	±2	10	19	36	23	12	±15	3.1	±0.4	
Other Race/Ethnicity	4	±3	8	NR	NR	NR	NR	±15	2.9	±0.3	
Enlisted	3	±1	20	12	32	17	19	±17	3.0	±0.5	
Officers	2	±1	NR	NR	NR	NR	NR		2.7	±0.6	
Male	3	±1	NR	11	NR	18	NR	±14	3.1	±0.6	
Female	6	±2	15	27	31	16	11	±11	2.8	±0.3	
Not Deployed Past 12 Months	3	±1	17	14	34	16	18	±17	3.1	±0.5	
Deployed Past 12 Months	2	±2	NR	14	15	NR	11	±17	NR		

NR: Not reportable

**66. Was your report completed? Constructed from Q66.**























1. Report completed

2. Does not apply, it is still in process

	Percent Responding		Percentages		Max ME	Report Completed		
			1	2				
<b>TOTAL DOD</b>	5	±1	85	15	±5	85.0	±5.0	
Army	5	±1	85	15	±7	85.0	±7.0	
Navy	4	±1	83	17	±9	83.0	±9.0	
Marine Corps	5	±2	86	14	±13	86.0	±13.0	
Air Force	3	±1	85	15	±10	85.0	±10.0	
Enlisted	5	±1	85	15	±5	85.0	±5.0	
E1 – E4	6	±2	84	16	±7	84.0	±7.0	
E5 – E9	4	±1	86	14	±6	86.0	±6.0	
Officers	3	±1	84	16	±15	84.0	±15.0	
O1 – O3	2	±1	NR	NR		NR		
O4 – O6	3	±2	NR	NR		NR		
Male	4	±1	84	16	±5	84.0	±5.0	
Female	6	±2	89	11	±9	89.0	±9.0	
Not Deployed Past 12 Months	5	±1	83	17	±6	83.0	±6.0	
Deployed Past 12 Months	5	±1	87	13	±7	87.0	±7.0	
<b>WHITE</b>	4	±1	85	15	±7	85.0	±7.0	
Army	4	±2	88	12	±11	88.0	±11.0	
Navy	3	±2	79	21	±18	79.0	±18.0	
Marine Corps	4	±3	NR	NR		NR		
Air Force	3	±1	83	17	±16	83.0	±16.0	
Enlisted	4	±1	85	15	±8	85.0	±8.0	
E1 – E4	5	±2	87	13	±11	87.0	±11.0	
E5 – E9	3	±1	80	20	±14	80.0	±14.0	
Officers	3	±1	NR	NR		NR		
O1 – O3	2	±2	NR	NR		NR		
O4 – O6	3	±2	NR	NR		NR		
<b>BLACK</b>	7	±2	87	13	±8	87.0	±8.0	
Army	7	±3	NR	NR		NR		
Navy	7	±3	84	16	±14	84.0	±14.0	
Marine Corps	6	±2	85	15	±15	85.0	±15.0	
Air Force	6	±2	91	9	±14	91.0	±14.0	
Enlisted	7	±2	87	13	±9	87.0	±9.0	
E1 – E4	7	±3	NR	NR		NR		
E5 – E9	7	±2	89	11	±9	89.0	±9.0	
Officers	4	±2	86	14	±15	86.0	±15.0	
O1 – O3	3	±2	NR	NR		NR		
O4 – O6	4	±2	NR	NR		NR		
<b>HISPANIC</b>	5	±2	80	20	±10	80.0	±10.0	
Army	6	±2	72	28	±18	72.0	±18.0	
Navy	5	±3	NR	NR		NR		
Marine Corps	6	±4	89	11	±14	89.0	±14.0	
Air Force	3	±2	86	14	±16	86.0	±16.0	
Enlisted	5	±2	81	19	±10	81.0	±10.0	
E1 – E4	6	±2	70	30	±18	70.0	±18.0	
E5 – E9	5	±2	92	8	±8	92.0	±8.0	

























Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62).

NR: Not reportable

66. Continued	Percent Responding		Percentages		Max ME	Report Completed		
			1	2				
Officers	4	±3	NR	NR		NR		
O1 – O3	1	±1	NR	NR		NR		
O4 – O6	4	±5	NR	NR		NR		
AIAN	7	±6	95	5	±12	95.0	±12.0	
Army	12	±12	NR	NR		NR		
Navy	4	±4	NR	NR		NR		
Marine Corps	2	±2	NR	NR		NR		
Air Force	3	±2	NR	NR		NR		
Enlisted	8	±7	95	5	±12	95.0	±12.0	
E1 – E4	12	±13	NR	NR		NR		
E5 – E9	4	±2	NR	NR		NR		
Officers	2	±2	NR	NR		NR		
O1 – O3	4	±5	NR	NR		NR		
O4 – O6	1	±2	NR	NR		NR		
ASIAN	5	±2	79	21	±15	79.0	±15.0	
Army	6	±4	NR	NR		NR		
Navy	6	±3	91	9	±13	91.0	±13.0	
Marine Corps	3	±2	88	12	±15	88.0	±15.0	
Air Force	4	±3	NR	NR		NR		
Enlisted	6	±2	78	22	±16	78.0	±16.0	
E1 – E4	6	±3	NR	NR		NR		
E5 – E9	6	±3	NR	NR		NR		
Officers	2	±1	96	4	±10	96.0	±10.0	
O1 – O3	2	±2	98	2	±9	98.0	±9.0	
O4 – O6	1	±1	NR	NR		NR		
NHPI	3	±2	96	4	±6	96.0	±6.0	
Army	1	±2	NR	NR		NR		
Navy	8	±10	NR	NR		NR		
Marine Corps	5	±4	NR	NR		NR		
Air Force	3	±2	NR	NR		NR		
Enlisted	3	±3	96	4	±6	96.0	±6.0	
Officers	1	±2	NR	NR		NR		
TWO OR MORE RACES	7	±4	NR	NR		NR		
Army	9	±8	NR	NR		NR		
Navy	6	±6	NR	NR		NR		
Marine Corps	12	±16	NR	NR		NR		
Air Force	3	±3	99	1	±5	99.0	±5.0	
Enlisted	8	±5	NR	NR		NR		
E1 – E4	10	±8	NR	NR		NR		
E5 – E9	6	±4	97	3	±9	97.0	±9.0	
Officers	1	±1	93	7	±14	93.0	±14.0	
O1 – O3	1	±1	NR	NR		NR		
O4 – O6	1	±1	NR	NR		NR		
COAST GUARD	3	±1	90	10	±9	90.0	±9.0	
White	3	±2	88	12	±15	88.0	±15.0	
Black	5	±2	95	5	±10	95.0	±10.0	
Hispanic	4	±2	90	10	±11	90.0	±11.0	
Other Race/Ethnicity	4	±3	93	7	±13	93.0	±13.0	
Enlisted	3	±2	92	8	±10	92.0	±10.0	
Officers	2	±1	NR	NR		NR		
Male	3	±1	90	10	±13	90.0	±13.0	
Female	6	±2	89	11	±9	89.0	±9.0	
Not Deployed Past 12 Months	3	±2	89	11	±11	89.0	±11.0	
Deployed Past 12 Months	2	±2	NR	NR		NR		








NR: Not reportable

## 66. Do you know the outcome of your report? Constructed from Q66.

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	4	±1	46	±7	
Army	5	±1	42	±10	
Navy	4	±1	50	±11	
Marine Corps	4	±2	NR		
Air Force	3	±1	57	±12	
Enlisted	4	±1	45	±7	
E1 – E4	5	±2	39	±11	
E5 – E9	3	±1	51	±8	
Officers	2	±1	64	±16	
O1 – O3	2	±1	NR		
O4 – O6	2	±2	NR		
Male	4	±1	44	±8	
Female	5	±2	55	±12	
Not Deployed Past 12 Months	4	±1	45	±8	
Deployed Past 12 Months	4	±1	48	±11	
<b>WHITE</b>	3	±1	46	±10	
Army	4	±2	39	±16	
Navy	3	±2	NR		
Marine Corps	4	±2	NR		
Air Force	2	±1	NR		
Enlisted	3	±1	43	±12	
E1 – E4	5	±2	34	±15	
E5 – E9	2	±1	60	±16	
Officers	2	±1	NR		
O1 – O3	2	±2	NR		
O4 – O6	2	±2	NR		
<b>BLACK</b>	6	±2	48	±10	
Army	6	±3	NR		
Navy	6	±3	NR		
Marine Corps	5	±2	46	±16	
Air Force	5	±2	NR		
Enlisted	6	±2	46	±11	
E1 – E4	6	±3	NR		
E5 – E9	6	±2	51	±12	
Officers	3	±2	NR		
O1 – O3	2	±2	NR		
O4 – O6	3	±2	NR		
<b>HISPANIC</b>	4	±2	48	±13	
Army	4	±2	NR		
Navy	4	±2	NR		
Marine Corps	5	±4	NR		
Air Force	2	±2	NR		
Enlisted	4	±2	49	±14	
E1 – E4	4	±2	NR		
E5 – E9	5	±2	42	±16	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62) and who had a completed report (Q66).

NR: Not reportable

66. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	2	±2	NR		
O1 – O3	1	±1	NR		
O4 – O6	4	±5	NR		
AIAN	7	±6	NR		
Army	11	±12	NR		
Navy	4	±4	NR		
Marine Corps	2	±2	NR		
Air Force	3	±2	NR		
Enlisted	8	±7	NR		
E1 – E4	12	±13	NR		
E5 – E9	3	±2	NR		
Officers	2	±2	NR		
O1 – O3	3	±5	NR		
O4 – O6	1	±2	NR		
ASIAN	4	±2	41	±17	
Army	5	±4	NR		
Navy	5	±3	NR		
Marine Corps	3	±2	NR		
Air Force	2	±1	NR		
Enlisted	5	±2	NR		
E1 – E4	5	±2	NR		
E5 – E9	5	±3	NR		
Officers	2	±1	NR		
O1 – O3	1	±2	NR		
O4 – O6	1	±1	NR		
NHPI	3	±2	NR		
Army	1	±2	NR		
Navy	8	±10	NR		
Marine Corps	5	±4	NR		
Air Force	3	±2	NR		
Enlisted	3	±3	NR		
Officers	1	±2	NR		
TWO OR MORE RACES	6	±4	NR		
Army	8	±8	NR		
Navy	6	±6	NR		
Marine Corps	10	±16	NR		
Air Force	3	±3	NR		
Enlisted	7	±5	NR		
E1 – E4	9	±8	NR		
E5 – E9	5	±4	NR		
Officers	1	±1	NR		
O1 – O3	1	±1	NR		
O4 – O6	1	±1	NR		
COAST GUARD	3	±1	60	±15	
White	2	±2	NR		
Black	5	±2	67	±15	
Hispanic	4	±2	61	±16	
Other Race/Ethnicity	4	±3	NR		
Enlisted	3	±1	58	±17	
Officers	1	±1	NR		
Male	2	±1	NR		
Female	5	±2	70	±12	
Not Deployed Past 12 Months	3	±1	62	±17	
Deployed Past 12 Months	2	±2	NR		

NR: Not reportable



**67. Was your report found to be true?**

1. Yes







2. No

3. They were unable to determine whether your complaint was true or not

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
<b>TOTAL DOD</b>	2	±1	63	11	26	±9	
Army	2	±1	59	18	24	±15	
Navy	2	±1	77	4	19	±15	
Marine Corps	2	±1	NR	6	NR	±9	
Air Force	2	±1	58	NR	31	±17	
Enlisted	2	±1	62	11	27	±10	
E1 – E4	2	±1	55	9	36	±16	
E5 – E9	2	±1	69	12	19	±11	
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	84	2	14	±18	
O4 – O6	2	±1	NR	NR	NR		
Male	2	±1	61	10	29	±11	
Female	3	±1	68	16	16	±16	
Not Deployed Past 12 Months	2	±1	63	11	26	±11	
Deployed Past 12 Months	2	±1	62	12	27	±15	
<b>WHITE</b>	1	±1	63	17	21	±14	
Army	1	±1	NR	NR	NR		
Navy	1	±1	NR	1	NR	±5	
Marine Corps	1	±2	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	1	±1	62	16	22	±17	
E1 – E4	2	±1	NR	NR	NR		
E5 – E9	1	±1	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	99	NR	1	±4	
O4 – O6	2	±2	NR	NR	NR		
<b>BLACK</b>	3	±1	63	6	31	±14	
Army	3	±2	NR	NR	NR		
Navy	3	±2	NR	NR	NR		
Marine Corps	2	±2	NR	NR	NR		
Air Force	3	±2	NR	1	NR	±6	
Enlisted	3	±1	63	6	32	±15	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	3	±2	68	8	24	±17	
Officers	3	±2	NR	NR	NR		
O1 – O3	2	±2	NR	NR	NR		
O4 – O6	2	±2	NR	NR	NR		
<b>HISPANIC</b>	2	±1	NR	6	NR	±9	
Army	2	±2	NR	NR	NR		
Navy	1	±2	NR	NR	NR		
Marine Corps	3	±3	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±1	NR	7	NR	±9	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	2	±1	NR	5	25	±18	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48), who formally reported the situation to a military individual or organization (Q62) and who knew the outcome of their report (Q66).

NR: Not reportable

67. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	1	±1	NR	NR	NR		
AIAN	1	±1	NR	NR	NR		
Army	1	±1	NR	NR	NR		
Navy	2	±3	NR	NR	NR		
Marine Corps	1	±1	NR	NR	NR		
Air Force	2	±2	NR	NR	NR		
Enlisted	1	±1	NR	NR	NR		
E1 – E4	1	±1	NR	NR	NR		
E5 – E9	1	±2	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±2	NR	NR	NR		
O4 – O6	1	±1	NR	NR	NR		
ASIAN	2	±1	NR	NR	26	±17	
Army	2	±2	NR	NR	NR		
Navy	2	±1	NR	NR	NR		
Marine Corps	1	±1	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±1	NR	NR	NR		
E1 – E4	2	±2	NR	1	NR	±4	
E5 – E9	2	±1	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	0	±1	NR	NR	NR		
NHPI	2	±2	NR	NR	NR		
Army	1	±2	NR	NR	NR		
Navy	6	±10	NR	NR	NR		
Marine Corps	3	±3	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±2	NR	NR	NR		
Officers	1	±2	NR	NR	NR		
TWO OR MORE RACES	3	±3	NR	0	NR	±3	
Army	4	±7	NR	NR	NR		
Navy	5	±5	NR	NR	NR		
Marine Corps	1	±2	NR	NR	NR		
Air Force	2	±3	NR	NR	NR		
Enlisted	4	±4	NR	0	NR	±3	
E1 – E4	5	±6	NR	1	NR	±5	
E5 – E9	2	±3	NR	NR	NR		
Officers	0	±1	NR	NR	NR		
O1 – O3	0	±1	NR	NR	NR		
O4 – O6	0	±1	NR	NR	NR		
COAST GUARD	2	±1	78	6	16	±12	
White	2	±1	87	1	12	±13	
Black	3	±2	NR	16	NR	±17	
Hispanic	2	±1	NR	NR	NR		
Other Race/Ethnicity	1	±1	NR	NR	NR		
Enlisted	2	±1	78	6	15	±13	
Officers	1	±1	NR	NR	NR		
Male	1	±1	86	5	8	±12	
Female	3	±1	53	8	39	±14	
Not Deployed Past 12 Months	2	±1	83	4	13	±11	
Deployed Past 12 Months	1	±1	NR	NR	NR		

NR: Not reportable

**68. How satisfied were you with the outcome of your report?**1. Very dissatisfied  
4. Satisfied2. Dissatisfied  
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
<b>TOTAL DOD</b>	2	±1	29	10	17	17	27	±9	3.0	±0.3	
Army	2	±1	33	8	13	18	28	±18	3.0	±0.6	
Navy	2	±1	25	7	20	22	25	±16	3.2	±0.5	
Marine Corps	2	±1	NR	6	NR	12	NR	±13	NR		
Air Force	2	±1	28	23	14	NR	24	±17	2.8	±0.5	
Enlisted	2	±1	26	10	15	19	29	±10	3.1	±0.4	
E1 – E4	2	±1	29	11	18	12	29	±17	3.0	±0.6	
E5 – E9	2	±1	24	10	13	25	28	±12	3.3	±0.4	
Officers	1	±1	NR	NR	NR	3	NR	±4	2.4	±0.6	
O1 – O3	1	±1	NR	NR	NR	5	NR	±11	NR		
O4 – O6	2	±1	NR	3	NR	2	NR	±7	NR		
Male	2	±1	29	9	16	18	28	±11	3.1	±0.4	
Female	3	±1	29	14	20	13	24	±18	2.9	±0.6	
Not Deployed Past 12 Months	2	±1	29	12	14	16	28	±11	3.0	±0.4	
Deployed Past 12 Months	2	±1	27	7	20	18	27	±18	3.1	±0.5	
<b>WHITE</b>	1	±1	38	8	13	14	28	±15	2.9	±0.5	
Army	1	±1	NR	NR	NR	NR	NR		2.7	±0.9	
Navy	1	±1	NR	NR	NR	NR	NR		3.1	±0.8	
Marine Corps	1	±2	NR	NR	NR	NR	NR		NR		
Air Force	1	±1	NR	NR	NR	NR	NR		2.6	±0.8	
Enlisted	1	±1	36	8	8	18	30	±18	3.0	±0.6	
E1 – E4	2	±1	NR	NR	NR	NR	NR		2.8	±0.9	
E5 – E9	1	±1	NR	NR	NR	NR	NR		3.2	±0.7	
Officers	1	±1	NR	NR	NR	NR	NR		2.5	±0.8	
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	2	±2	NR	NR	NR	NR	NR		NR		
<b>BLACK</b>	3	±1	17	12	12	27	33	±15	3.5	±0.4	
Army	3	±2	NR	NR	NR	NR	NR		3.3	±0.7	
Navy	3	±2	2	NR	NR	NR	NR	±4	4.1	±0.6	
Marine Corps	2	±2	NR	NR	NR	NR	NR		3.5	±0.5	
Air Force	3	±2	NR	NR	NR	NR	NR		3.0	±0.8	
Enlisted	3	±1	13	12	11	29	35	±16	3.6	±0.4	
E1 – E4	2	±2	NR	NR	NR	NR	NR		3.9	±0.6	
E5 – E9	3	±2	17	11	12	NR	NR	±15	3.5	±0.5	
Officers	3	±2	NR	NR	NR	NR	NR		NR		
O1 – O3	2	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	2	±2	NR	NR	NR	NR	NR		NR		
<b>HISPANIC</b>	2	±1	18	16	NR	11	14	±17	2.9	±0.4	
Army	2	±2	NR	NR	NR	NR	NR		2.5	±0.6	
Navy	1	±2	NR	NR	NR	NR	NR		NR		
Marine Corps	3	±3	NR	NR	NR	NR	NR		3.2	±0.5	
Air Force	1	±1	1	NR	NR	NR	NR	±5	NR		
Enlisted	2	±1	18	16	NR	10	14	±18	2.9	±0.4	
E1 – E4	2	±2	NR	NR	NR	NR	NR		NR		
E5 – E9	2	±1	NR	NR	17	NR	22	±18	3.0	±0.6	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62) and who knew the outcome of their report (Q66).

NR: Not reportable

68. Continued	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
Officers	1	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
AIAN	1	±1	NR	NR	14	NR	NR	±16	2.9	±0.9	
Army	1	±1	NR	3	NR	NR	NR	±11	NR		
Navy	2	±3	NR	NR	NR	NR	NR		NR		
Marine Corps	1	±1	NR	NR	NR	NR	NR		NR		
Air Force	2	±2	NR	NR	NR	NR	NR		NR		
Enlisted	1	±1	NR	NR	NR	NR	NR		NR		
E1 – E4	1	±1	NR	NR	NR	NR	NR		NR		
E5 – E9	1	±2	NR	NR	NR	NR	NR		NR		
Officers	1	±1	NR	NR	NR	NR	NR		2.7	±0.7	
O1 – O3	1	±2	NR	NR	NR	NR	NR		NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		NR		
ASIAN	2	±1	16	NR	12	22	22	±17	3.1	±0.6	
Army	2	±2	NR	NR	NR	NR	NR		NR		
Navy	2	±1	NR	NR	NR	NR	NR		3.5	±0.8	
Marine Corps	1	±1	NR	NR	NR	NR	NR		3.5	±0.6	
Air Force	1	±1	NR	4	NR	NR	NR	±9	NR		
Enlisted	2	±1	NR	NR	11	22	NR	±18	3.1	±0.6	
E1 – E4	2	±2	NR	NR	NR	NR	NR		NR		
E5 – E9	2	±1	NR	NR	NR	NR	NR		3.4	±0.7	
Officers	1	±1	NR	NR	NR	NR	2	±9	NR		
O1 – O3	1	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	0	±1	NR	NR	NR	NR	NR		NR		
NHPI	2	±2	NR	NR	NR	NR	NR		NR		
Army	1	±2	NR	NR	NR	NR	NR		NR		
Navy	6	±10	NR	NR	NR	NR	NR		NR		
Marine Corps	3	±3	NR	NR	NR	NR	NR		5.0	±0.0	
Air Force	1	±1	NR	NR	NR	NR	NR		NR		
Enlisted	2	±2	NR	NR	NR	NR	NR		NR		
Officers	1	±2	NR	NR	NR	NR	NR		NR		
TWO OR MORE RACES	3	±3	NR	1	NR	NR	NR	±4	NR		
Army	4	±7	NR	NR	NR	NR	NR		NR		
Navy	5	±5	NR	NR	NR	NR	NR		NR		
Marine Corps	1	±2	NR	NR	NR	NR	NR		NR		
Air Force	2	±3	NR	NR	NR	NR	NR		3.1	±0.3	
Enlisted	4	±4	NR	1	NR	NR	NR	±4	NR		
E1 – E4	5	±6	NR	NR	NR	NR	NR		NR		
E5 – E9	2	±3	NR	NR	NR	NR	NR		NR		
Officers	0	±1	NR	NR	NR	NR	NR		NR		
O1 – O3	0	±1	NR	NR	NR	NR	NR		NR		
O4 – O6	0	±1	NR	NR	NR	NR	NR		NR		
COAST GUARD	2	±1	18	10	NR	NR	NR	±17	3.3	±0.6	
White	2	±1	NR	10	NR	NR	NR	±12	NR		
Black	3	±2	NR	NR	NR	NR	NR		3.4	±0.6	
Hispanic	2	±1	26	NR	NR	NR	NR	±18	2.9	±0.6	
Other Race/Ethnicity	1	±1	NR	NR	NR	NR	NR		3.5	±0.5	
Enlisted	2	±1	NR	7	NR	NR	NR	±7	3.4	±0.6	
Officers	1	±1	NR	NR	NR	NR	NR		NR		
Male	1	±1	NR	7	NR	NR	NR	±11	3.5	±0.7	
Female	4	±1	23	18	30	23	5	±14	2.7	±0.4	
Not Deployed Past 12 Months	2	±1	NR	9	NR	NR	NR	±9	3.3	±0.6	
Deployed Past 12 Months	1	±1	NR	NR	NR	NR	NR		2.9	±0.6	

NR: Not reportable

## 69. In response to your report, was official action taken against...

a. You?

1. Yes




2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	2	±1	27	68	5	±9	
Army	2	±1	28	68	4	±16	
Navy	2	±1	29	67	4	±16	
Marine Corps	2	±1	11	NR	NR	±12	
Air Force	2	±1	34	65	1	±18	
Enlisted	2	±1	28	67	5	±10	
E1 – E4	2	±1	38	54	NR	±16	
E5 – E9	2	±1	18	80	2	±10	
Officers	1	±1	19	NR	NR	±18	
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	2	±1	NR	NR	NR		
Male	2	±1	28	66	6	±11	
Female	3	±1	21	75	4	±15	
Not Deployed Past 12 Months	2	±1	24	68	7	±12	
Deployed Past 12 Months	2	±1	30	67	3	±16	
WHITE	1	±1	31	63	NR	±15	
Army	1	±1	NR	NR	NR		
Navy	1	±1	NR	NR	1	±6	
Marine Corps	1	±2	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	1	±1	34	NR	NR	±17	
E1 – E4	2	±1	NR	NR	NR		
E5 – E9	1	±1	NR	NR	1	±4	
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	2	±2	NR	NR	NR		
BLACK	3	±1	20	77	3	±12	
Army	3	±2	NR	NR	NR		
Navy	3	±2	NR	NR	NR		
Marine Corps	2	±2	NR	NR	NR		
Air Force	3	±2	NR	NR	1	±6	
Enlisted	3	±1	20	77	3	±13	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	3	±2	16	83	1	±14	
Officers	3	±2	NR	NR	NR		
O1 – O3	2	±2	NR	NR	NR		
O4 – O6	2	±2	NR	NR	NR		
HISPANIC	2	±1	25	73	2	±18	
Army	2	±2	NR	NR	NR		
Navy	1	±2	NR	NR	NR		
Marine Corps	3	±3	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±1	26	72	2	±18	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	2	±1	NR	NR	NR		

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62) and who knew the outcome of their report (Q66).

NR: Not reportable

69a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	1	±1	NR	NR	NR		
AIAN	1	±1	9	86	NR	±16	
Army	1	±1	NR	NR	NR		
Navy	2	±3	NR	NR	NR		
Marine Corps	1	±1	NR	NR	NR		
Air Force	2	±2	NR	NR	NR		
Enlisted	1	±1	NR	NR	NR		
E1 – E4	1	±1	NR	NR	NR		
E5 – E9	1	±2	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±2	NR	NR	NR		
O4 – O6	1	±1	NR	NR	NR		
ASIAN	2	±1	NR	NR	NR		
Army	2	±2	NR	NR	NR		
Navy	2	±1	NR	NR	NR		
Marine Corps	1	±1	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±1	NR	NR	NR		
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	2	±1	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	0	±1	NR	NR	NR		
NHPI	2	±2	NR	NR	NR		
Army	1	±2	NR	NR	NR		
Navy	6	±10	NR	NR	NR		
Marine Corps	3	±3	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±2	NR	NR	NR		
Officers	1	±2	NR	NR	NR		
TWO OR MORE RACES	3	±3	NR	NR	NR		
Army	4	±7	NR	NR	NR		
Navy	5	±5	NR	NR	NR		
Marine Corps	1	±2	NR	NR	NR		
Air Force	2	±3	NR	NR	NR		
Enlisted	4	±4	NR	NR	NR		
E1 – E4	5	±6	NR	NR	NR		
E5 – E9	2	±3	NR	NR	NR		
Officers	0	±1	NR	NR	NR		
O1 – O3	0	±1	NR	NR	NR		
O4 – O6	0	±1	NR	NR	NR		
COAST GUARD	2	±1	NR	NR	NR		
White	2	±1	NR	NR	NR		
Black	3	±2	NR	NR	NR		
Hispanic	2	±1	24	NR	NR	±18	
Other Race/Ethnicity	1	±1	NR	NR	NR		
Enlisted	2	±1	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
Male	1	±1	NR	NR	NR		
Female	3	±1	22	64	14	±14	
Not Deployed Past 12 Months	2	±1	NR	NR	NR		
Deployed Past 12 Months	1	±1	NR	NR	NR		

NR: Not reportable

## 69. In response to your report, was official action taken against...

## b. One or more of the person(s) who bothered you?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	2	±1	29	58	13	±9	
Army	2	±1	30	59	11	±17	
Navy	2	±1	29	56	15	±15	
Marine Corps	2	±1	NR	NR	NR		
Air Force	2	±1	23	67	10	±16	
Enlisted	2	±1	31	56	13	±10	
E1 – E4	2	±1	33	56	11	±17	
E5 – E9	2	±1	29	56	14	±12	
Officers	1	±1	15	NR	NR	±17	
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	2	±1	NR	NR	NR		
Male	2	±1	32	57	11	±11	
Female	3	±1	NR	63	20	±17	
Not Deployed Past 12 Months	2	±1	22	62	16	±11	
Deployed Past 12 Months	2	±1	39	53	8	±16	
WHITE	1	±1	29	60	11	±15	
Army	1	±1	NR	NR	NR		
Navy	1	±1	NR	NR	NR		
Marine Corps	1	±2	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	1	±1	33	NR	NR	±18	
E1 – E4	2	±1	NR	NR	NR		
E5 – E9	1	±1	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	2	±2	NR	NR	NR		
BLACK	3	±1	27	57	17	±14	
Army	3	±2	NR	NR	NR		
Navy	3	±2	NR	NR	NR		
Marine Corps	2	±2	NR	NR	NR		
Air Force	3	±2	NR	NR	NR		
Enlisted	3	±1	28	55	17	±16	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	3	±2	25	NR	NR	±16	
Officers	3	±2	NR	NR	NR		
O1 – O3	2	±2	NR	NR	NR		
O4 – O6	2	±2	NR	NR	NR		
HISPANIC	2	±1	26	NR	12	±18	
Army	2	±2	NR	NR	NR		
Navy	1	±2	NR	NR	NR		
Marine Corps	3	±3	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±1	NR	NR	12	±15	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	2	±1	NR	NR	NR		

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48) and who formally reported the situation to a military individual or organization (Q62) and who knew the outcome of their report (Q66).














































NR: Not reportable

69b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	1	±1	NR	NR	NR		
AIAN	1	±1	NR	NR	NR		
Army	1	±1	NR	NR	3	±11	
Navy	2	±3	NR	NR	NR		
Marine Corps	1	±1	NR	NR	NR		
Air Force	2	±2	NR	NR	NR		
Enlisted	1	±1	NR	NR	NR		
E1 – E4	1	±1	NR	NR	NR		
E5 – E9	1	±2	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
O1 – O3	1	±2	NR	NR	NR		
O4 – O6	1	±1	NR	NR	NR		
ASIAN	2	±1	NR	NR	16	±16	
Army	2	±2	NR	NR	NR		
Navy	2	±1	NR	NR	NR		
Marine Corps	1	±1	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±1	NR	NR	18	±18	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	2	±1	NR	NR	NR		
Officers	1	±1	NR	NR	2	±10	
O1 – O3	1	±1	NR	NR	NR		
O4 – O6	0	±1	NR	NR	NR		
NHPI	2	±2	NR	NR	3	±11	
Army	1	±2	NR	NR	NR		
Navy	6	±10	NR	NR	NR		
Marine Corps	3	±3	NR	NR	NR		
Air Force	1	±1	NR	NR	NR		
Enlisted	2	±2	NR	NR	NR		
Officers	1	±2	NR	NR	NR		
TWO OR MORE RACES	3	±3	NR	NR	NR		
Army	4	±7	NR	NR	NR		
Navy	5	±5	NR	NR	NR		
Marine Corps	1	±2	NR	NR	NR		
Air Force	2	±3	NR	NR	NR		
Enlisted	4	±4	NR	NR	NR		
E1 – E4	5	±6	NR	NR	NR		
E5 – E9	2	±3	NR	NR	NR		
Officers	0	±1	NR	NR	NR		
O1 – O3	0	±1	NR	NR	NR		
O4 – O6	0	±1	NR	NR	NR		
COAST GUARD	2	±1	NR	NR	NR		
White	2	±1	NR	NR	NR		
Black	3	±2	NR	NR	NR		
Hispanic	2	±1	NR	NR	NR		
Other Race/Ethnicity	1	±1	NR	NR	NR		
Enlisted	2	±1	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
Male	1	±1	NR	NR	NR		
Female	3	±1	40	44	16	±14	
Not Deployed Past 12 Months	2	±1	NR	NR	NR		
Deployed Past 12 Months	1	±1	NR	NR	NR		











































NR: Not reportable



## 70. Was the situation corrected?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	49	±2	56	±2	
Army	54	±3	55	±3	
Navy	54	±3	55	±3	
Marine Corps	50	±4	59	±5	
Air Force	37	±2	57	±4	
Enlisted	52	±2	57	±2	
E1 – E4	54	±3	57	±4	
E5 – E9	50	±2	57	±3	
Officers	37	±3	49	±4	
O1 – O3	38	±4	50	±6	
O4 – O6	34	±4	46	±7	
Male	49	±2	56	±2	
Female	52	±3	53	±4	
Not Deployed Past 12 Months	47	±2	57	±3	
Deployed Past 12 Months	54	±2	54	±3	
WHITE	46	±2	54	±3	
Army	50	±3	54	±5	
Navy	51	±4	54	±5	
Marine Corps	46	±5	54	±8	
Air Force	33	±3	56	±5	
Enlisted	49	±2	56	±3	
E1 – E4	51	±4	56	±5	
E5 – E9	46	±3	55	±4	
Officers	34	±3	47	±6	
O1 – O3	35	±5	49	±8	
O4 – O6	31	±4	45	±8	
BLACK	56	±3	59	±4	
Army	58	±5	58	±6	
Navy	61	±4	60	±6	
Marine Corps	55	±5	63	±7	
Air Force	44	±4	58	±6	
Enlisted	56	±3	59	±4	
E1 – E4	55	±5	57	±7	
E5 – E9	56	±3	61	±4	
Officers	54	±4	56	±6	
O1 – O3	52	±5	61	±7	
O4 – O6	53	±5	49	±9	
HISPANIC	55	±3	59	±4	
Army	59	±5	55	±6	
Navy	56	±5	60	±7	
Marine Corps	55	±6	69	±10	
Air Force	46	±6	59	±9	
Enlisted	56	±3	59	±4	
E1 – E4	59	±5	60	±7	
E5 – E9	53	±3	59	±5	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

70. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	48	±6	57	±9	
O1 – O3	48	±8	57	±11	
O4 – O6	43	±8	51	±12	
AIAN	59	±8	49	±12	
Army	59	±14	NR		
Navy	57	±12	NR		
Marine Corps	64	±19	NR		
Air Force	54	±17	77	±17	
Enlisted	57	±9	46	±12	
E1 – E4	60	±14	35	±16	
E5 – E9	55	±10	58	±13	
Officers	67	±22	NR		
O1 – O3	74	±17	NR		
O4 – O6	73	±30	NR		
ASIAN	53	±4	57	±5	
Army	58	±6	53	±10	
Navy	59	±5	55	±7	
Marine Corps	43	±11	61	±6	
Air Force	38	±6	67	±9	
Enlisted	56	±4	58	±6	
E1 – E4	61	±6	59	±9	
E5 – E9	52	±5	57	±7	
Officers	38	±6	49	±9	
O1 – O3	41	±9	50	±12	
O4 – O6	32	±8	44	±7	
NHPI	49	±9	54	±13	
Army	52	±15	NR		
Navy	54	±14	NR		
Marine Corps	54	±13	76	±13	
Air Force	32	±8	60	±8	
Enlisted	50	±10	56	±13	
Officers	47	±36	NR		
TWO OR MORE RACES	60	±6	53	±8	
Army	72	±10	52	±15	
Navy	53	±9	44	±11	
Marine Corps	71	±14	NR		
Air Force	46	±9	51	±14	
Enlisted	62	±6	56	±9	
E1 – E4	65	±9	56	±14	
E5 – E9	59	±8	55	±10	
Officers	46	±12	32	±18	
O1 – O3	44	±15	NR		
O4 – O6	43	±20	NR		
COAST GUARD	42	±3	63	±4	
White	39	±4	63	±6	
Black	58	±4	61	±5	
Hispanic	50	±5	62	±5	
Other Race/Ethnicity	44	±6	66	±7	
Enlisted	43	±4	65	±5	
Officers	36	±4	52	±7	
Male	41	±3	64	±5	
Female	47	±3	59	±5	
Not Deployed Past 12 Months	40	±3	65	±5	
Deployed Past 12 Months	47	±6	57	±9	

NR: Not reportable

## 71. As a result of the situation, did you experience any...

a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	50	±2	12	70	18	±2	
Army	55	±3	15	68	18	±3	
Navy	55	±3	10	72	19	±3	
Marine Corps	52	±4	9	73	18	±5	
Air Force	38	±2	9	72	19	±4	
Enlisted	53	±2	12	69	19	±2	
E1 – E4	55	±3	14	66	21	±3	
E5 – E9	51	±2	11	73	17	±2	
Officers	39	±3	9	74	17	±4	
O1 – O3	39	±4	8	74	18	±6	
O4 – O6	35	±4	11	74	16	±6	
Male	50	±2	11	70	19	±2	
Female	53	±3	13	71	16	±4	
Not Deployed Past 12 Months	48	±2	11	71	19	±3	
Deployed Past 12 Months	54	±2	13	69	18	±3	
WHITE	47	±2	11	71	18	±3	
Army	51	±3	14	69	18	±5	
Navy	52	±4	10	74	16	±5	
Marine Corps	48	±5	9	74	17	±7	
Air Force	34	±3	8	71	20	±5	
Enlisted	49	±2	12	71	18	±3	
E1 – E4	52	±4	15	67	18	±5	
E5 – E9	47	±3	9	74	17	±4	
Officers	35	±3	8	75	18	±5	
O1 – O3	35	±5	5	76	18	±8	
O4 – O6	32	±5	11	74	15	±8	
BLACK	56	±3	12	70	18	±4	
Army	58	±5	14	70	17	±6	
Navy	62	±4	10	69	21	±5	
Marine Corps	57	±5	11	71	18	±6	
Air Force	45	±4	12	70	18	±6	
Enlisted	56	±3	12	69	19	±4	
E1 – E4	55	±5	13	62	25	±7	
E5 – E9	57	±3	12	73	15	±4	
Officers	55	±4	9	79	11	±4	
O1 – O3	53	±5	10	77	12	±6	
O4 – O6	54	±5	12	73	15	±7	
HISPANIC	56	±3	14	69	17	±4	
Army	61	±5	21	63	16	±6	
Navy	57	±5	9	71	19	±7	
Marine Corps	56	±6	8	76	17	±11	
Air Force	46	±6	9	77	14	±8	
Enlisted	57	±3	14	69	17	±4	
E1 – E4	59	±5	14	67	19	±7	
E5 – E9	55	±3	14	71	15	±4	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

71a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	51	±6	9	75	16	±9	
O1 – O3	51	±8	11	75	14	±13	
O4 – O6	45	±8	9	76	15	±12	
AIAN	59	±8	11	66	23	±15	
Army	59	±14	12	73	15	±15	
Navy	56	±12	NR	NR	NR		
Marine Corps	65	±19	5	NR	NR	±7	
Air Force	54	±17	4	87	8	±11	
Enlisted	57	±9	9	65	25	±16	
E1 – E4	60	±14	6	NR	NR	±5	
E5 – E9	55	±10	13	70	17	±14	
Officers	67	±22	NR	NR	NR		
O1 – O3	75	±17	NR	NR	6	±14	
O4 – O6	73	±30	2	NR	NR	±6	
ASIAN	54	±4	10	66	24	±4	
Army	57	±7	16	61	22	±9	
Navy	59	±5	7	67	26	±6	
Marine Corps	52	±12	6	75	19	±11	
Air Force	40	±6	9	67	24	±10	
Enlisted	56	±4	9	66	24	±5	
E1 – E4	61	±6	8	65	26	±8	
E5 – E9	53	±5	10	67	23	±6	
Officers	41	±7	16	64	19	±13	
O1 – O3	41	±9	NR	65	14	±14	
O4 – O6	39	±10	9	NR	NR	±5	
NHPI	52	±9	16	64	21	±13	
Army	56	±15	NR	NR	22	±17	
Navy	54	±14	NR	NR	22	±14	
Marine Corps	53	±13	4	78	18	±13	
Air Force	33	±8	5	79	16	±7	
Enlisted	52	±10	16	62	22	±13	
Officers	46	±36	1	96	3	±10	
TWO OR MORE RACES	63	±6	11	62	27	±9	
Army	74	±10	8	62	30	±16	
Navy	56	±9	16	60	24	±12	
Marine Corps	72	±14	NR	NR	NR		
Air Force	51	±9	9	69	22	±17	
Enlisted	65	±6	11	62	27	±10	
E1 – E4	66	±9	11	58	30	±15	
E5 – E9	63	±8	10	67	23	±11	
Officers	50	±12	11	NR	NR	±15	
O1 – O3	47	±15	NR	NR	NR		
O4 – O6	51	±21	NR	NR	NR		
COAST GUARD	43	±3	8	74	18	±4	
White	40	±4	7	75	18	±5	
Black	59	±4	10	73	17	±4	
Hispanic	52	±5	8	76	16	±5	
Other Race/Ethnicity	46	±6	9	70	21	±9	
Enlisted	45	±4	8	73	19	±5	
Officers	37	±4	6	79	15	±6	
Male	42	±3	7	74	18	±5	
Female	48	±3	11	74	16	±4	
Not Deployed Past 12 Months	42	±3	8	75	18	±4	
Deployed Past 12 Months	48	±6	8	72	19	±8	

NR: Not reportable

## 71. As a result of the situation, did you experience any...

## b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?























































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	50	±2	12	71	17	±2	
Army	55	±3	14	69	17	±3	
Navy	55	±3	11	72	17	±3	
Marine Corps	51	±4	11	73	16	±5	
Air Force	38	±2	9	73	18	±4	
Enlisted	53	±2	12	70	17	±2	
E1 – E4	55	±3	15	66	20	±3	
E5 – E9	51	±2	10	74	15	±2	
Officers	39	±3	9	76	15	±4	
O1 – O3	39	±4	11	74	15	±6	
O4 – O6	35	±4	7	79	14	±6	
Male	50	±2	11	72	17	±2	
Female	53	±3	19	66	15	±4	
Not Deployed Past 12 Months	48	±2	12	70	18	±3	
Deployed Past 12 Months	54	±2	13	72	16	±3	
WHITE	47	±2	12	72	16	±3	
Army	51	±3	13	70	17	±5	
Navy	52	±4	11	75	14	±5	
Marine Corps	48	±5	12	73	14	±7	
Air Force	34	±3	9	72	19	±5	
Enlisted	49	±2	12	71	16	±3	
E1 – E4	52	±4	15	67	17	±5	
E5 – E9	47	±3	9	76	15	±4	
Officers	35	±3	9	76	15	±5	
O1 – O3	35	±5	11	74	15	±8	
O4 – O6	32	±5	6	81	14	±7	
BLACK	56	±3	13	69	18	±4	
Army	58	±5	15	67	17	±6	
Navy	62	±4	11	69	20	±5	
Marine Corps	57	±5	13	70	17	±6	
Air Force	45	±4	9	73	18	±6	
Enlisted	56	±3	13	68	19	±4	
E1 – E4	55	±5	13	60	26	±7	
E5 – E9	57	±3	13	73	14	±4	
Officers	55	±4	10	78	12	±5	
O1 – O3	53	±5	8	78	14	±6	
O4 – O6	54	±5	11	78	11	±6	
HISPANIC	56	±3	12	72	16	±4	
Army	61	±5	16	68	16	±6	
Navy	57	±5	12	71	17	±7	
Marine Corps	56	±6	6	78	17	±11	
Air Force	46	±6	8	76	16	±8	
Enlisted	57	±3	12	71	17	±4	
E1 – E4	60	±5	12	68	20	±7	
E5 – E9	55	±3	12	74	14	±4	

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48).

71b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	50	±6	10	80	10	±6	
O1 – O3	50	±8	9	78	13	±9	
O4 – O6	44	±8	8	82	10	±7	
AIAN	59	±8	12	74	14	±9	
Army	59	±14	16	72	12	±15	
Navy	57	±12	8	NR	NR	±7	
Marine Corps	65	±19	NR	NR	9	±11	
Air Force	54	±17	5	88	7	±11	
Enlisted	57	±9	12	72	15	±10	
E1 – E4	60	±14	11	75	14	±14	
E5 – E9	55	±10	14	69	17	±14	
Officers	67	±22	NR	NR	5	±8	
O1 – O3	74	±17	5	NR	NR	±8	
O4 – O6	73	±30	NR	NR	4	±10	
ASIAN	54	±4	11	65	24	±4	
Army	57	±7	16	61	23	±8	
Navy	61	±5	9	65	27	±7	
Marine Corps	52	±12	9	74	17	±12	
Air Force	40	±6	8	70	22	±10	
Enlisted	57	±4	10	65	25	±5	
E1 – E4	61	±6	11	63	26	±8	
E5 – E9	54	±5	9	67	24	±6	
Officers	41	±7	15	66	20	±14	
O1 – O3	41	±9	NR	65	17	±14	
O4 – O6	39	±10	8	NR	NR	±5	
NHPI	51	±9	13	57	30	±15	
Army	56	±15	NR	NR	NR		
Navy	54	±14	NR	NR	16	±13	
Marine Corps	53	±13	5	72	23	±15	
Air Force	32	±8	5	77	18	±7	
Enlisted	52	±10	13	55	32	±15	
Officers	46	±36	1	97	2	±9	
TWO OR MORE RACES	63	±6	16	65	19	±9	
Army	74	±10	21	69	10	±17	
Navy	56	±9	18	60	22	±13	
Marine Corps	72	±14	NR	NR	NR		
Air Force	51	±9	7	73	20	±17	
Enlisted	65	±6	17	65	18	±9	
E1 – E4	66	±9	20	61	19	±14	
E5 – E9	63	±8	12	71	17	±11	
Officers	50	±12	15	NR	NR	±17	
O1 – O3	47	±15	NR	NR	NR		
O4 – O6	51	±21	NR	NR	NR		
COAST GUARD	43	±3	8	75	17	±4	
White	40	±4	7	77	16	±5	
Black	59	±4	13	70	17	±4	
Hispanic	51	±5	9	75	16	±5	
Other Race/Ethnicity	46	±6	12	66	21	±9	
Enlisted	44	±4	8	74	18	±4	
Officers	37	±4	6	80	13	±5	
Male	42	±3	7	76	17	±4	
Female	48	±3	16	69	15	±4	
Not Deployed Past 12 Months	41	±3	8	75	17	±4	
Deployed Past 12 Months	47	±6	7	75	18	±8	

NR: Not reportable

**71. What types of retaliation did you experience as a result of the situation? Constructed from Q71.**

1. Professional retaliation (single category)      2. Both professional and social retaliation      3. Social retaliation (single category)  
 4. Neither professional nor social retaliation

	Percent Responding		Percentages				Max ME
			1	2	3	4	
<b>TOTAL DOD</b>	50	±2	5	6	6	83	±2
Army	55	±3	7	8	7	79	±3
Navy	55	±3	5	5	6	85	±3
Marine Corps	52	±4	4	5	6	85	±4
Air Force	38	±2	5	4	5	86	±3
Enlisted	53	±2	5	7	6	82	±2
E1 – E4	55	±3	6	8	7	80	±3
E5 – E9	51	±2	5	6	5	85	±2
Officers	39	±3	6	3	6	85	±3
O1 – O3	39	±4	4	3	7	85	±5
O4 – O6	35	±4	8	3	5	85	±5
Male	50	±2	6	6	5	84	±2
Female	53	±3	5	8	10	76	±4
Not Deployed Past 12 Months	48	±2	5	6	6	83	±2
Deployed Past 12 Months	54	±2	6	6	6	81	±3
<b>WHITE</b>	47	±2	6	6	6	83	±2
Army	51	±3	7	7	6	80	±4
Navy	52	±4	5	4	6	84	±4
Marine Corps	48	±5	5	5	8	83	±7
Air Force	34	±3	4	4	5	87	±4
Enlisted	50	±2	6	6	6	82	±3
E1 – E4	52	±4	7	8	7	78	±4
E5 – E9	47	±3	4	4	5	87	±3
Officers	35	±3	5	2	6	86	±5
O1 – O3	35	±5	3	2	9	86	±7
O4 – O6	32	±5	9	1	4	85	±7
<b>BLACK</b>	56	±3	6	6	6	82	±3
Army	58	±5	7	7	8	78	±6
Navy	62	±4	5	5	5	85	±5
Marine Corps	57	±5	3	7	5	84	±7
Air Force	45	±4	6	6	3	85	±5
Enlisted	56	±3	6	7	6	81	±3
E1 – E4	56	±5	5	7	6	81	±7
E5 – E9	57	±3	6	6	6	82	±4
Officers	55	±4	5	4	6	85	±5
O1 – O3	53	±5	6	5	4	86	±5
O4 – O6	54	±5	7	5	5	83	±5
<b>HISPANIC</b>	57	±3	6	7	4	82	±3
Army	61	±5	9	11	5	75	±5
Navy	57	±5	3	6	5	86	±5
Marine Corps	57	±6	4	3	2	90	±6
Air Force	46	±6	5	4	5	86	±7
Enlisted	57	±3	6	8	4	82	±3
E1 – E4	60	±5	6	8	4	82	±5
E5 – E9	55	±3	6	8	4	82	±4

Note. Percent responding are active duty members who answered the question and who experienced race/ethnicity-related behaviors (Q45/Q48). Active duty members who indicated that they did not or did not know if they experienced professional and social retaliation are included in the "Neither professional nor social retaliation" category.

71. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
Officers	51	±6	6	3	7	84	±7
O1 – O3	51	±8	NR	3	6	84	±12
O4 – O6	45	±8	6	3	5	86	±6
AIAN	59	±8	5	6	6	83	±9
Army	59	±14	3	9	7	81	±15
Navy	57	±12	NR	4	4	NR	±7
Marine Corps	65	±19	2	3	NR	NR	±5
Air Force	54	±17	3	1	4	92	±8
Enlisted	57	±9	3	6	6	85	±9
E1 – E4	60	±14	2	4	7	87	±13
E5 – E9	55	±10	4	NR	5	82	±13
Officers	67	±22	NR	1	NR	NR	±2
O1 – O3	75	±17	NR	2	4	NR	±6
O4 – O6	73	±30	2	1	NR	NR	±5
ASIAN	54	±4	4	6	5	85	±4
Army	57	±7	6	10	5	78	±8
Navy	61	±5	3	4	4	88	±4
Marine Corps	53	±12	2	4	5	89	±7
Air Force	40	±6	6	3	4	86	±12
Enlisted	57	±4	4	5	5	86	±4
E1 – E4	61	±6	3	5	6	86	±5
E5 – E9	54	±5	5	4	5	85	±6
Officers	41	±7	4	13	2	81	±15
O1 – O3	41	±9	4	NR	2	77	±18
O4 – O6	39	±10	4	5	3	88	±6
NHPI	52	±9	6	10	3	82	±12
Army	56	±15	NR	NR	3	NR	±6
Navy	54	±14	7	NR	2	NR	±11
Marine Corps	53	±13	2	2	3	93	±7
Air Force	33	±8	3	2	3	92	±5
Enlisted	52	±10	6	10	3	81	±13
Officers	46	±36	NR	1	NR	99	±5
TWO OR MORE RACES	63	±6	3	8	8	81	±8
Army	74	±10	0	7	NR	78	±17
Navy	56	±9	4	12	6	78	±13
Marine Corps	72	±14	2	NR	1	NR	±4
Air Force	51	±9	6	3	4	87	±11
Enlisted	65	±6	3	8	9	81	±9
E1 – E4	66	±9	2	10	11	78	±15
E5 – E9	63	±8	4	6	6	84	±10
Officers	50	±12	2	9	NR	83	±16
O1 – O3	47	±15	1	NR	NR	NR	±2
O4 – O6	51	±21	4	NR	2	NR	±8
COAST GUARD	43	±3	5	3	5	87	±3
White	40	±4	5	3	4	89	±4
Black	59	±4	5	5	8	83	±4
Hispanic	52	±5	4	3	6	87	±4
Other Race/Ethnicity	46	±6	4	5	7	84	±8
Enlisted	45	±4	5	3	5	87	±4
Officers	37	±4	4	2	4	90	±4
Male	43	±3	5	3	4	89	±3
Female	48	±3	5	6	10	79	±4
Not Deployed Past 12 Months	42	±3	4	3	5	87	±3
Deployed Past 12 Months	48	±6	5	3	4	88	±7

NR: Not reportable



**72. What were your reasons for not reporting the situation to any military individuals or organizations? {Subitems a-g}**

- a. You thought it was not important enough to report.      b. You did not know how to report.      c. You felt uncomfortable making a report.
- d. You took care of the problem yourself.      e. You did not think anything would be done.      f. You thought you would not be believed.
- g. You thought reporting would take too much time and effort.

	Percent Responding		Percentages							Max ME
			a	b	c	d	e	f	g	
<b>TOTAL DOD</b>	43	±2	50	13	25	43	38	19	24	±2
Army	47	±3	48	12	26	42	40	23	25	±4
Navy	49	±3	49	12	25	41	37	18	23	±4
Marine Corps	44	±4	53	15	23	46	34	17	27	±6
Air Force	33	±2	53	12	24	44	35	14	19	±4
Enlisted	45	±2	49	13	25	43	38	20	24	±2
E1 – E4	47	±3	51	17	29	41	40	22	29	±4
E5 – E9	44	±2	46	10	22	44	37	18	20	±3
Officers	34	±3	56	10	23	42	33	14	20	±5
O1 – O3	35	±4	60	12	24	42	34	13	22	±6
O4 – O6	30	±4	50	8	22	38	33	15	18	±7
Male	43	±2	50	12	23	43	36	18	24	±2
Female	45	±3	44	15	38	42	45	24	25	±5
Not Deployed Past 12 Months	41	±2	49	13	24	44	35	18	22	±3
Deployed Past 12 Months	47	±2	50	13	26	42	41	21	26	±3
<b>WHITE</b>	41	±2	51	11	24	40	38	17	23	±3
Army	44	±3	48	10	26	38	40	20	23	±5
Navy	47	±4	51	11	22	39	37	16	23	±5
Marine Corps	41	±5	55	16	22	44	36	15	28	±8
Air Force	30	±3	55	11	24	44	35	11	18	±6
Enlisted	43	±2	50	12	25	41	39	18	24	±3
E1 – E4	45	±4	52	16	28	40	41	19	28	±5
E5 – E9	42	±3	48	8	21	41	37	16	19	±4
Officers	30	±3	57	9	21	40	31	11	18	±6
O1 – O3	32	±5	63	11	22	41	32	10	20	±9
O4 – O6	26	±4	51	7	19	37	32	13	16	±9
<b>BLACK</b>	47	±3	43	11	21	46	37	21	22	±4
Army	49	±5	43	11	19	50	40	23	27	±7
Navy	53	±4	41	10	22	42	33	18	17	±6
Marine Corps	48	±5	47	17	23	48	32	20	24	±7
Air Force	37	±4	41	9	23	40	35	17	17	±7
Enlisted	47	±3	42	11	21	46	37	21	22	±4
E1 – E4	46	±5	48	12	24	43	41	26	29	±8
E5 – E9	48	±3	39	11	18	48	34	17	19	±5
Officers	50	±4	46	9	24	49	37	20	20	±6
O1 – O3	48	±5	47	10	22	46	36	17	19	±7
O4 – O6	49	±6	44	9	24	46	39	23	21	±9
<b>HISPANIC</b>	49	±3	50	16	28	46	38	23	25	±4
Army	51	±5	47	17	29	42	42	28	25	±6
Navy	50	±5	53	19	36	49	42	25	30	±8
Marine Corps	48	±7	50	11	19	50	29	16	20	±10
Air Force	42	±6	54	16	26	48	35	17	23	±9
Enlisted	49	±3	49	17	29	46	39	24	25	±4
E1 – E4	52	±5	50	21	30	46	39	27	26	±7
E5 – E9	47	±4	49	13	28	46	40	21	24	±5

Note. Percent responding are active duty members who answered the question, who experienced racial/ethnic-related behaviors (Q45/Q48), and who did not formally report the situation to any military individuals or organizations (Q62b).

72. Continued	Percent Responding		Percentages							Max ME
			a	b	c	d	e	f	g	
Officers	42	±6	58	11	22	49	27	15	20	±9
O1 – O3	44	±8	53	15	24	45	27	16	23	±13
O4 – O6	39	±7	63	9	24	44	32	16	18	±12
AIAN	50	±9	54	20	37	42	43	31	40	±18
Army	45	±14	NR	11	NR	38	34	20	NR	±16
Navy	52	±12	59	13	NR	NR	NR	NR	17	±17
Marine Corps	61	±20	NR	NR	NR	NR	NR	NR	NR	
Air Force	51	±18	77	NR	NR	NR	NR	NR	NR	±18
Enlisted	48	±9	52	NR	34	45	43	33	37	±17
E1 – E4	46	±15	NR	NR	NR	30	NR	NR	NR	±16
E5 – E9	51	±10	58	16	29	59	39	28	30	±17
Officers	64	±23	NR	2	NR	NR	NR	NR	NR	±4
O1 – O3	70	±20	NR	4	11	NR	NR	NR	NR	±15
O4 – O6	71	±31	NR	1	NR	NR	NR	3	NR	±8
ASIAN	45	±4	51	15	33	50	34	21	31	±5
Army	47	±7	58	21	39	56	44	29	38	±8
Navy	51	±5	42	12	29	48	31	18	29	±8
Marine Corps	47	±13	67	11	NR	NR	28	15	30	±15
Air Force	31	±5	55	13	24	48	29	17	23	±8
Enlisted	47	±4	52	14	32	51	33	20	31	±6
E1 – E4	51	±6	56	15	38	47	33	17	33	±10
E5 – E9	44	±5	48	14	28	55	33	23	30	±6
Officers	36	±6	48	18	37	44	40	25	29	±15
O1 – O3	38	±9	50	NR	40	46	43	27	31	±18
O4 – O6	31	±7	48	10	29	40	35	21	28	±7
NHPI	45	±9	45	13	24	48	30	20	27	±14
Army	50	±15	NR	11	22	NR	29	NR	28	±18
Navy	41	±13	NR	18	31	NR	39	28	22	±17
Marine Corps	47	±13	37	NR	19	68	13	8	22	±17
Air Force	29	±8	61	13	27	42	34	16	25	±9
Enlisted	45	±10	44	14	24	49	31	21	28	±14
Officers	45	±36	NR	2	NR	NR	NR	4	NR	±10
TWO OR MORE RACES	51	±6	54	21	30	43	39	22	28	±10
Army	55	±12	NR	NR	37	41	38	NR	NR	±17
Navy	48	±9	47	17	31	38	46	25	22	±14
Marine Corps	59	±18	NR	NR	NR	NR	NR	NR	NR	
Air Force	44	±9	55	18	21	44	35	15	15	±15
Enlisted	52	±7	52	20	29	43	37	22	27	±10
E1 – E4	51	±10	52	29	36	38	37	29	37	±17
E5 – E9	53	±8	52	10	21	50	38	13	16	±11
Officers	43	±12	68	NR	NR	NR	NR	NR	NR	±17
O1 – O3	38	±14	83	NR	NR	NR	NR	NR	NR	±12
O4 – O6	50	±21	24	NR	NR	NR	NR	9	12	±18
COAST GUARD	38	±3	46	9	20	44	28	12	16	±5
White	35	±4	45	8	17	42	26	10	13	±6
Black	52	±4	48	13	24	51	37	22	27	±5
Hispanic	46	±4	52	13	28	49	31	15	21	±6
Other Race/Ethnicity	39	±6	43	11	22	43	28	15	18	±8
Enlisted	39	±3	45	9	19	44	27	12	16	±5
Officers	34	±4	53	10	22	41	34	12	14	±8
Male	37	±3	46	9	18	44	27	11	16	±5
Female	41	±3	45	12	32	43	35	18	17	±5
Not Deployed Past 12 Months	36	±3	47	9	20	44	28	12	16	±5
Deployed Past 12 Months	43	±6	43	10	19	43	29	13	16	±9

NR: Not reportable

**72. What were your reasons for not reporting the situation to any military individuals or organizations? {Subitems h-n}**

- h. You thought you would be labeled a troublemaker.
- i. You thought it would make your work situation unpleasant.
- j. You thought your performance evaluation or chance for promotion would suffer.
- k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.
- l. You were afraid of retaliation/reprisals from your chain-of-command.
- m. You did not know the identity of the person(s) who did it.
- n. Situation only involved civilian(s) off an installation.

	Percent Responding		Percentages							Max ME
			h	i	j	k	l	m	n	
<b>TOTAL DOD</b>	43	±2	24	32	22	20	20	10	7	±2
Army	47	±3	28	36	26	22	24	10	6	±3
Navy	49	±3	23	31	20	19	19	10	8	±3
Marine Corps	44	±4	19	26	18	18	15	11	9	±5
Air Force	33	±2	21	29	17	17	16	9	8	±4
Enlisted	45	±2	24	33	22	21	21	11	8	±2
E1 – E4	47	±3	26	36	24	23	22	11	8	±4
E5 – E9	44	±2	23	30	20	18	19	10	7	±3
Officers	34	±3	22	30	18	15	16	6	6	±4
O1 – O3	35	±4	23	34	17	17	17	8	6	±6
O4 – O6	30	±4	21	25	21	13	14	4	4	±6
Male	43	±2	22	30	20	18	19	11	8	±2
Female	45	±3	35	45	28	28	27	7	4	±5
Not Deployed Past 12 Months	41	±2	23	30	20	19	18	10	8	±3
Deployed Past 12 Months	47	±2	25	35	24	22	22	10	6	±3
<b>WHITE</b>	41	±2	22	30	21	20	19	10	7	±3
Army	44	±3	26	34	24	23	24	9	6	±5
Navy	47	±4	20	29	19	18	16	9	7	±5
Marine Corps	41	±5	18	25	17	19	15	11	10	±8
Air Force	30	±3	19	27	17	16	15	9	7	±5
Enlisted	43	±2	23	31	21	21	20	10	7	±3
E1 – E4	45	±4	23	33	23	23	21	10	8	±5
E5 – E9	42	±3	22	29	20	19	18	10	6	±4
Officers	30	±3	19	27	16	13	13	6	6	±6
O1 – O3	32	±5	19	32	15	15	14	8	6	±9
O4 – O6	26	±4	18	22	19	11	11	3	3	±8
<b>BLACK</b>	47	±3	24	34	22	18	20	9	9	±4
Army	49	±5	27	38	25	20	21	9	7	±7
Navy	53	±4	20	28	20	18	19	9	9	±6
Marine Corps	48	±5	24	30	23	16	19	12	13	±8
Air Force	37	±4	23	31	17	15	17	9	10	±7
Enlisted	47	±3	24	34	22	18	20	10	9	±4
E1 – E4	46	±5	28	41	23	22	21	9	9	±8
E5 – E9	48	±3	22	29	21	16	18	10	9	±4
Officers	50	±4	26	34	23	19	21	6	7	±6
O1 – O3	48	±5	26	35	20	17	18	5	7	±8
O4 – O6	49	±6	28	34	28	19	23	5	5	±8
<b>HISPANIC</b>	49	±3	28	37	23	20	22	11	7	±4
Army	51	±5	33	40	30	24	29	11	6	±6
Navy	50	±5	31	41	21	21	25	13	12	±8
Marine Corps	48	±7	17	26	15	12	10	11	4	±10
Air Force	42	±6	25	35	16	21	13	10	9	±9
Enlisted	49	±3	29	37	23	21	22	11	7	±4
E1 – E4	52	±5	32	41	26	23	23	11	7	±7
E5 – E9	47	±4	25	34	20	18	20	12	7	±5

Note. Percent responding are Reserve component members who answered the question, who experienced racial/ethnic-related behaviors (Q45/Q48), and who did not formally report the situation to any military individuals or organizations (Q62b).

72. Continued	Percent Responding		Percentages							Max ME
			h	i	j	k	l	m	n	
Officers	42	±6	22	28	20	17	19	5	5	±8
O1 – O3	44	±8	24	32	20	19	21	6	6	±12
O4 – O6	39	±7	26	29	22	17	17	6	7	±9
AIAN	50	±9	35	40	30	32	28	10	7	±16
Army	45	±14	26	31	23	20	17	6	6	±15
Navy	52	±12	NR	NR	20	NR	NR	9	8	±13
Marine Corps	61	±20	NR	NR	NR	NR	NR	NR	8	±13
Air Force	51	±18	15	NR	NR	NR	10	6	6	±14
Enlisted	48	±9	35	40	32	33	28	12	8	±18
E1 – E4	46	±15	NR	NR	NR	NR	NR	NR	9	±8
E5 – E9	51	±10	26	36	25	33	23	6	7	±17
Officers	64	±23	NR	NR	NR	NR	NR	2	3	±4
O1 – O3	70	±20	NR	NR	NR	NR	NR	2	3	±6
O4 – O6	71	±31	NR	NR	NR	NR	NR	2	2	±7
ASIAN	45	±4	27	34	24	21	22	14	10	±5
Army	47	±7	34	42	29	24	25	13	9	±8
Navy	51	±5	23	31	24	22	23	16	9	±8
Marine Corps	47	±13	23	30	20	18	18	10	8	±15
Air Force	31	±5	25	31	18	17	16	11	17	±13
Enlisted	47	±4	25	34	24	21	21	14	10	±5
E1 – E4	51	±6	26	38	25	23	24	15	11	±9
E5 – E9	44	±5	25	30	22	19	18	13	10	±5
Officers	36	±6	34	38	28	26	27	12	7	±12
O1 – O3	38	±9	36	40	28	27	30	13	6	±18
O4 – O6	31	±7	33	36	27	25	24	11	13	±7
NHPI	45	±9	20	28	18	15	18	14	9	±12
Army	50	±15	NR	26	NR	NR	NR	NR	6	±18
Navy	41	±13	26	38	24	19	24	NR	NR	±17
Marine Corps	47	±13	6	17	11	6	7	NR	6	±12
Air Force	29	±8	23	31	12	21	17	14	17	±8
Enlisted	45	±10	21	29	18	16	18	14	9	±13
Officers	45	±36	NR	NR	NR	4	3	NR	NR	±11
TWO OR MORE RACES	51	±6	29	37	27	24	27	11	9	±9
Army	55	±12	35	NR	NR	NR	NR	15	10	±18
Navy	48	±9	32	42	28	30	24	14	12	±16
Marine Corps	59	±18	14	NR	NR	12	NR	4	3	±15
Air Force	44	±9	25	28	18	15	18	7	10	±13
Enlisted	52	±7	28	36	26	24	27	12	9	±10
E1 – E4	51	±10	31	43	33	29	33	12	12	±16
E5 – E9	53	±8	24	29	19	18	21	11	6	±11
Officers	43	±12	NR	NR	NR	NR	NR	NR	NR	
O1 – O3	38	±14	NR	NR	NR	NR	NR	NR	1	±2
O4 – O6	50	±21	NR	NR	NR	NR	11	3	3	±12
COAST GUARD	38	±3	16	24	15	11	13	7	7	±4
White	35	±4	14	21	13	9	11	6	6	±5
Black	52	±4	26	34	24	18	21	13	10	±5
Hispanic	46	±4	24	30	19	17	17	8	9	±5
Other Race/Ethnicity	39	±6	17	26	15	15	15	7	6	±6
Enlisted	39	±3	16	23	14	12	13	7	7	±4
Officers	34	±4	18	27	18	9	14	8	6	±6
Male	37	±3	15	22	14	10	12	7	7	±4
Female	41	±3	25	37	22	19	19	6	5	±5
Not Deployed Past 12 Months	36	±3	17	24	15	11	13	8	8	±4
Deployed Past 12 Months	43	±6	14	23	15	12	11	5	5	±8

NR: Not reportable

73. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

a. Senior leadership of my Service

















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	91	±1	67	10	22	±2	
Army	90	±2	65	12	23	±3	
Navy	91	±2	65	12	23	±3	
Marine Corps	90	±3	68	10	21	±4	
Air Force	94	±1	73	6	21	±2	
Enlisted	91	±1	65	11	24	±2	
E1 – E4	90	±2	60	13	27	±3	
E5 – E9	92	±1	69	10	21	±2	
Officers	94	±2	80	4	15	±3	
O1 – O3	93	±2	76	5	19	±4	
O4 – O6	96	±2	86	3	11	±3	
Male	91	±1	69	10	21	±2	
Female	91	±2	60	11	29	±3	
Not Deployed Past 12 Months	92	±1	69	9	21	±2	
Deployed Past 12 Months	90	±2	65	12	24	±3	
WHITE	92	±1	71	9	20	±2	
Army	91	±2	69	10	21	±4	
Navy	92	±2	69	10	21	±4	
Marine Corps	92	±3	73	9	18	±5	
Air Force	94	±2	77	5	19	±3	
Enlisted	92	±2	68	10	22	±2	
E1 – E4	91	±2	63	13	24	±4	
E5 – E9	92	±2	73	8	19	±3	
Officers	94	±2	83	3	14	±3	
O1 – O3	93	±3	78	4	18	±5	
O4 – O6	96	±2	89	2	9	±4	
BLACK	90	±2	58	14	28	±3	
Army	90	±3	58	14	28	±5	
Navy	91	±3	56	17	27	±5	
Marine Corps	88	±3	60	13	27	±6	
Air Force	92	±3	60	10	30	±4	
Enlisted	90	±2	58	14	28	±3	
E1 – E4	88	±4	50	16	34	±6	
E5 – E9	91	±2	62	13	25	±3	
Officers	94	±2	64	12	24	±5	
O1 – O3	90	±4	64	10	26	±5	
O4 – O6	96	±2	67	12	22	±8	
HISPANIC	89	±2	65	12	23	±3	
Army	88	±3	64	16	20	±5	
Navy	90	±3	62	9	29	±6	
Marine Corps	87	±5	62	14	25	±7	
Air Force	93	±3	72	7	21	±6	
Enlisted	89	±2	63	13	24	±3	
E1 – E4	87	±4	59	13	29	±5	
E5 – E9	90	±2	67	13	20	±4	

Note. Percent responding are active duty members who answered the question.

73a. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	92	±4	79	6	15	±5	
O1 – O3	92	±6	76	7	16	±5	
O4 – O6	97	±2	85	6	9	±4	
AIAN	90	±5	62	12	26	±11	
Army	88	±9	64	13	24	±15	
Navy	86	±10	56	21	23	±15	
Marine Corps	92	±5	NR	7	NR	±7	
Air Force	97	±2	72	6	22	±17	
Enlisted	88	±6	58	12	30	±12	
E1 – E4	89	±7	NR	11	NR	±6	
E5 – E9	87	±9	65	13	22	±10	
Officers	99	±1	NR	NR	4	±4	
O1 – O3	98	±2	NR	NR	5	±6	
O4 – O6	99	±2	94	2	3	±9	
ASIAN	89	±3	57	13	29	±4	
Army	87	±7	54	16	30	±6	
Navy	91	±4	55	15	30	±6	
Marine Corps	83	±16	64	8	27	±9	
Air Force	92	±3	64	6	30	±7	
Enlisted	88	±4	54	15	32	±4	
E1 – E4	84	±7	47	16	37	±6	
E5 – E9	91	±3	58	14	28	±5	
Officers	95	±2	74	6	20	±6	
O1 – O3	95	±2	73	6	21	±8	
O4 – O6	95	±2	76	6	18	±10	
NHPI	88	±6	60	14	26	±10	
Army	89	±8	57	16	27	±16	
Navy	82	±16	56	18	26	±15	
Marine Corps	83	±13	69	13	18	±11	
Air Force	93	±3	72	5	23	±8	
Enlisted	88	±6	58	15	27	±10	
Officers	97	±3	90	3	7	±12	
TWO OR MORE RACES	92	±3	62	11	26	±7	
Army	91	±7	62	16	22	±14	
Navy	89	±5	65	13	22	±10	
Marine Corps	95	±3	NR	NR	NR		
Air Force	95	±4	68	5	27	±10	
Enlisted	93	±4	61	12	27	±7	
E1 – E4	91	±6	54	16	31	±11	
E5 – E9	94	±3	69	9	22	±8	
Officers	88	±8	71	4	24	±14	
O1 – O3	88	±10	74	3	23	±16	
O4 – O6	88	±17	NR	6	NR	±6	
COAST GUARD	93	±2	75	7	18	±3	
White	94	±2	78	6	16	±4	
Black	91	±2	63	10	27	±4	
Hispanic	90	±4	69	9	22	±4	
Other Race/Ethnicity	93	±4	69	7	24	±6	
Enlisted	93	±2	72	7	21	±3	
Officers	95	±3	88	5	7	±3	
Male	93	±2	76	7	17	±3	
Female	92	±2	68	7	25	±3	
Not Deployed Past 12 Months	94	±2	76	6	18	±3	
Deployed Past 12 Months	91	±4	72	10	18	±6	

NR: Not reportable

73. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

b. Senior leadership of my installation/ship


















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	91	±1	67	11	23	±2	
Army	90	±2	64	13	23	±3	
Navy	91	±2	65	12	23	±3	
Marine Corps	90	±3	67	11	23	±4	
Air Force	94	±1	73	6	21	±2	
Enlisted	91	±1	64	12	24	±2	
E1 – E4	90	±2	59	14	27	±3	
E5 – E9	92	±1	68	10	22	±2	
Officers	94	±2	81	5	15	±2	
O1 – O3	93	±2	77	5	18	±4	
O4 – O6	96	±2	87	3	10	±3	
Male	92	±1	68	11	22	±2	
Female	91	±2	59	11	29	±3	
Not Deployed Past 12 Months	92	±1	68	10	22	±2	
Deployed Past 12 Months	90	±2	64	12	23	±3	
WHITE	92	±1	71	9	20	±2	
Army	91	±2	68	11	21	±4	
Navy	92	±2	69	10	21	±4	
Marine Corps	92	±3	72	9	19	±5	
Air Force	94	±2	77	6	18	±3	
Enlisted	92	±2	68	10	22	±2	
E1 – E4	91	±2	63	13	24	±4	
E5 – E9	92	±2	72	8	20	±3	
Officers	94	±2	84	3	13	±3	
O1 – O3	93	±3	79	4	18	±5	
O4 – O6	96	±2	90	2	8	±4	
BLACK	91	±2	56	15	29	±3	
Army	90	±3	55	16	29	±5	
Navy	91	±3	55	17	27	±5	
Marine Corps	89	±3	56	15	29	±5	
Air Force	92	±3	59	10	31	±4	
Enlisted	90	±2	55	15	29	±3	
E1 – E4	88	±4	46	18	36	±6	
E5 – E9	91	±2	61	13	26	±3	
Officers	94	±2	63	12	25	±5	
O1 – O3	90	±4	64	10	26	±5	
O4 – O6	96	±2	66	12	22	±8	
HISPANIC	89	±2	63	12	25	±3	
Army	88	±3	61	15	24	±5	
Navy	90	±3	61	10	29	±6	
Marine Corps	87	±5	58	15	27	±7	
Air Force	93	±3	73	7	21	±6	
Enlisted	89	±2	61	13	26	±3	
E1 – E4	87	±4	56	13	31	±5	
E5 – E9	90	±2	66	13	22	±4	

Note. Percent responding are active duty members who answered the question.

73b. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	92	±4	80	5	15	±4	
O1 – O3	92	±6	76	7	17	±5	
O4 – O6	96	±2	85	6	10	±4	
AIAN	90	±5	58	15	28	±11	
Army	88	±9	58	18	25	±17	
Navy	86	±10	52	22	26	±15	
Marine Corps	92	±5	NR	7	NR	±7	
Air Force	97	±2	72	6	22	±17	
Enlisted	88	±6	53	15	32	±11	
E1 – E4	89	±7	43	17	NR	±17	
E5 – E9	87	±9	64	14	23	±10	
Officers	99	±1	NR	NR	5	±4	
O1 – O3	98	±2	NR	NR	6	±6	
O4 – O6	99	±2	94	2	4	±9	
ASIAN	90	±3	56	13	31	±4	
Army	88	±7	51	15	33	±6	
Navy	91	±4	54	15	30	±6	
Marine Corps	83	±16	62	8	29	±9	
Air Force	92	±3	63	7	30	±7	
Enlisted	88	±4	53	14	33	±4	
E1 – E4	85	±7	47	15	38	±6	
E5 – E9	91	±3	57	14	29	±5	
Officers	95	±2	70	6	24	±7	
O1 – O3	95	±2	71	6	24	±8	
O4 – O6	95	±2	69	6	26	±14	
NHPI	88	±6	63	12	25	±10	
Army	89	±8	62	11	27	±16	
Navy	82	±16	54	21	25	±15	
Marine Corps	83	±13	68	12	20	±11	
Air Force	93	±3	72	6	22	±8	
Enlisted	88	±6	61	12	26	±10	
Officers	97	±3	90	3	7	±12	
TWO OR MORE RACES	92	±3	63	12	25	±7	
Army	91	±7	63	17	20	±14	
Navy	89	±5	66	14	21	±10	
Marine Corps	95	±3	NR	NR	NR		
Air Force	95	±4	69	4	27	±10	
Enlisted	93	±4	61	12	27	±7	
E1 – E4	91	±6	57	15	28	±11	
E5 – E9	94	±3	66	10	24	±8	
Officers	88	±8	76	8	16	±13	
O1 – O3	88	±10	81	3	16	±14	
O4 – O6	88	±17	NR	6	NR	±6	
COAST GUARD	93	±2	75	7	17	±3	
White	94	±2	78	7	15	±3	
Black	92	±2	61	12	27	±4	
Hispanic	91	±4	68	9	23	±4	
Other Race/Ethnicity	93	±4	68	9	23	±6	
Enlisted	93	±2	72	8	20	±3	
Officers	95	±3	88	4	8	±3	
Male	93	±2	76	7	16	±3	
Female	92	±2	66	9	25	±3	
Not Deployed Past 12 Months	94	±2	76	6	17	±3	
Deployed Past 12 Months	91	±4	71	11	18	±6	

NR: Not reportable



73. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

c. My immediate supervisor















































1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	91	±1	67	12	21	±2	
Army	90	±2	65	14	20	±3	
Navy	91	±2	64	14	22	±3	
Marine Corps	90	±3	66	13	22	±4	
Air Force	94	±1	74	7	19	±2	
Enlisted	91	±1	65	14	22	±2	
E1 – E4	90	±2	59	16	25	±3	
E5 – E9	92	±1	69	12	19	±2	
Officers	94	±2	80	5	15	±3	
O1 – O3	93	±2	76	6	18	±4	
O4 – O6	95	±2	86	4	10	±3	
Male	91	±1	68	12	20	±2	
Female	90	±2	60	14	26	±3	
Not Deployed Past 12 Months	92	±1	68	11	20	±2	
Deployed Past 12 Months	90	±2	65	14	21	±3	
WHITE	92	±1	71	10	19	±2	
Army	91	±2	70	12	18	±4	
Navy	92	±2	68	11	21	±4	
Marine Corps	91	±3	68	13	19	±6	
Air Force	94	±2	77	6	17	±3	
Enlisted	91	±2	68	12	20	±2	
E1 – E4	91	±2	63	14	22	±4	
E5 – E9	92	±2	72	10	18	±3	
Officers	94	±2	82	4	14	±3	
O1 – O3	93	±3	78	5	18	±5	
O4 – O6	96	±2	88	3	9	±4	
BLACK	90	±2	59	16	24	±3	
Army	90	±3	58	18	23	±5	
Navy	91	±3	55	18	26	±5	
Marine Corps	88	±3	61	15	25	±6	
Air Force	92	±3	66	10	24	±4	
Enlisted	90	±2	59	17	25	±3	
E1 – E4	88	±4	48	21	31	±6	
E5 – E9	91	±2	65	14	21	±3	
Officers	92	±3	67	13	20	±4	
O1 – O3	90	±4	65	13	22	±5	
O4 – O6	93	±6	72	10	17	±4	
HISPANIC	89	±2	65	14	21	±3	
Army	88	±3	63	18	19	±5	
Navy	89	±3	63	14	23	±6	
Marine Corps	87	±5	64	12	24	±7	
Air Force	93	±3	72	8	19	±6	
Enlisted	89	±2	64	15	22	±3	
E1 – E4	87	±4	60	14	26	±5	
E5 – E9	90	±2	66	16	18	±4	

Note. Percent responding are active duty members who answered the question.

73c. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
Officers	92	±4	80	7	13	±4	
O1 – O3	92	±6	76	8	16	±5	
O4 – O6	96	±2	87	5	8	±4	
AIAN	90	±5	58	20	21	±10	
Army	88	±9	55	27	17	±18	
Navy	86	±10	61	21	17	±15	
Marine Corps	91	±5	NR	8	NR	±7	
Air Force	97	±2	NR	NR	20	±18	
Enlisted	88	±6	55	22	23	±11	
E1 – E4	89	±7	43	NR	NR	±15	
E5 – E9	87	±9	67	16	17	±9	
Officers	99	±1	NR	NR	NR		
O1 – O3	98	±2	NR	NR	5	±6	
O4 – O6	99	±2	NR	2	NR	±5	
ASIAN	89	±3	56	16	29	±4	
Army	87	±7	50	19	31	±6	
Navy	91	±4	54	19	27	±6	
Marine Corps	83	±16	58	11	31	±10	
Air Force	92	±3	65	7	27	±7	
Enlisted	88	±4	53	17	30	±4	
E1 – E4	84	±7	47	18	35	±6	
E5 – E9	91	±3	57	17	26	±5	
Officers	95	±2	69	8	23	±7	
O1 – O3	95	±2	68	8	24	±9	
O4 – O6	95	±2	71	5	23	±13	
NHPI	88	±6	57	16	27	±11	
Army	89	±8	NR	17	32	±18	
Navy	83	±16	54	21	25	±14	
Marine Corps	75	±16	67	14	19	±10	
Air Force	93	±3	75	7	18	±8	
Enlisted	87	±6	55	16	29	±12	
Officers	97	±3	91	3	6	±11	
TWO OR MORE RACES	91	±3	59	15	25	±7	
Army	91	±7	56	19	25	±14	
Navy	89	±5	59	20	21	±11	
Marine Corps	95	±3	NR	6	NR	±5	
Air Force	92	±5	70	10	20	±10	
Enlisted	92	±4	58	17	26	±7	
E1 – E4	90	±6	46	20	34	±11	
E5 – E9	93	±4	70	13	17	±8	
Officers	88	±8	71	7	22	±13	
O1 – O3	88	±10	73	8	19	±15	
O4 – O6	88	±17	NR	5	NR	±6	
COAST GUARD	93	±2	72	9	19	±3	
White	93	±2	75	8	17	±4	
Black	91	±2	65	11	24	±4	
Hispanic	90	±4	66	11	23	±4	
Other Race/Ethnicity	93	±4	66	11	23	±7	
Enlisted	92	±2	69	10	21	±3	
Officers	94	±3	86	5	10	±3	
Male	93	±2	74	8	18	±3	
Female	92	±2	64	11	25	±3	
Not Deployed Past 12 Months	93	±2	74	7	18	±3	
Deployed Past 12 Months	91	±4	66	14	20	±7	

NR: Not reportable

**74. In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...**

1. The same

2. Better

3. Worse

	Percent Responding		Percentages			Max ME	Percent Indicating No Effect on Promotion
			1	2	3		
<b>TOTAL DOD</b>	92	±1	77	5	19	±2	
Army	91	±2	72	5	23	±2	
Navy	93	±2	76	5	18	±2	
Marine Corps	92	±2	79	6	16	±4	
Air Force	95	±1	82	4	14	±2	
Enlisted	92	±1	75	5	20	±2	
E1 – E4	91	±2	71	6	23	±3	
E5 – E9	93	±1	79	4	18	±2	
Officers	96	±1	84	4	12	±2	
O1 – O3	95	±2	83	4	13	±3	
O4 – O6	97	±2	86	3	11	±3	
Male	92	±1	77	5	18	±2	
Female	92	±2	72	3	25	±3	
Not Deployed Past 12 Months	93	±1	78	4	18	±2	
Deployed Past 12 Months	91	±2	74	5	20	±2	
<b>WHITE</b>	93	±1	80	5	15	±2	
Army	92	±2	76	5	19	±3	
Navy	94	±2	81	6	13	±3	
Marine Corps	94	±3	79	6	15	±5	
Air Force	95	±2	86	4	11	±3	
Enlisted	93	±2	78	5	17	±2	
E1 – E4	92	±2	74	6	20	±3	
E5 – E9	93	±2	82	4	14	±2	
Officers	97	±2	87	4	9	±3	
O1 – O3	95	±2	86	5	10	±4	
O4 – O6	98	±2	89	4	7	±4	
<b>BLACK</b>	91	±2	70	4	26	±3	
Army	90	±3	68	4	28	±5	
Navy	92	±3	68	5	27	±4	
Marine Corps	89	±3	73	5	23	±5	
Air Force	94	±2	74	3	23	±4	
Enlisted	91	±2	70	4	26	±3	
E1 – E4	89	±4	62	6	32	±6	
E5 – E9	92	±2	74	3	23	±3	
Officers	94	±3	69	1	30	±4	
O1 – O3	90	±4	72	1	27	±5	
O4 – O6	96	±2	65	1	34	±5	
<b>HISPANIC</b>	90	±2	72	4	24	±3	
Army	89	±3	66	5	29	±5	
Navy	91	±3	72	2	26	±5	
Marine Corps	88	±5	79	6	15	±6	
Air Force	94	±3	75	4	21	±6	
Enlisted	90	±2	71	4	24	±3	
E1 – E4	88	±4	67	6	26	±5	
E5 – E9	91	±2	75	3	22	±3	

Note. Percent responding are active duty members who answered the question.

74. Continued	Percent Responding		Percentages			Max ME	Percent Indicating No Effect on Promotion
			1	2	3		
Officers	93	±4	74	4	22	±6	
O1 – O3	93	±6	75	3	22	±7	
O4 – O6	97	±2	77	6	17	±7	
AIAN	90	±5	72	6	22	±9	
Army	88	±10	71	4	25	±15	
Navy	86	±10	63	8	29	±14	
Marine Corps	92	±5	86	3	11	±10	
Air Force	97	±2	NR	NR	NR		
Enlisted	88	±6	70	7	23	±9	
E1 – E4	89	±7	68	5	27	±16	
E5 – E9	87	±9	72	8	20	±11	
Officers	99	±1	NR	1	NR	±2	
O1 – O3	98	±2	NR	2	NR	±3	
O4 – O6	99	±2	95	1	4	±8	
ASIAN	91	±3	70	6	24	±3	
Army	90	±7	63	5	33	±7	
Navy	92	±4	69	9	22	±6	
Marine Corps	84	±16	79	5	16	±6	
Air Force	93	±3	76	4	20	±5	
Enlisted	89	±4	69	7	24	±4	
E1 – E4	86	±7	66	9	26	±6	
E5 – E9	92	±3	71	6	23	±5	
Officers	96	±2	73	2	25	±7	
O1 – O3	96	±2	72	3	26	±10	
O4 – O6	97	±2	77	1	22	±12	
NHPI	89	±6	72	7	21	±9	
Army	90	±8	72	8	20	±15	
Navy	82	±16	58	6	36	±13	
Marine Corps	83	±13	79	8	13	±9	
Air Force	94	±3	80	3	17	±6	
Enlisted	88	±6	73	7	20	±9	
Officers	98	±3	NR	2	NR	±5	
TWO OR MORE RACES	93	±3	73	4	23	±6	
Army	90	±7	67	2	32	±14	
Navy	91	±5	71	6	23	±10	
Marine Corps	97	±3	82	5	13	±14	
Air Force	96	±3	80	2	17	±8	
Enlisted	93	±3	72	4	24	±7	
E1 – E4	91	±5	70	4	26	±11	
E5 – E9	95	±3	75	4	22	±8	
Officers	90	±7	80	1	19	±12	
O1 – O3	91	±8	86	1	13	±11	
O4 – O6	88	±17	NR	2	NR	±3	
COAST GUARD	94	±2	82	5	13	±3	
White	95	±2	84	6	10	±3	
Black	93	±2	69	3	28	±4	
Hispanic	92	±4	77	4	19	±4	
Other Race/Ethnicity	94	±3	78	7	14	±6	
Enlisted	94	±2	81	5	14	±3	
Officers	98	±2	86	6	9	±3	
Male	94	±2	83	6	12	±3	
Female	94	±2	77	4	19	±3	
Not Deployed Past 12 Months	95	±2	82	5	13	±3	
Deployed Past 12 Months	93	±4	81	6	13	±6	

NR: Not reportable

**75. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years?**

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	92	±1	23	61	15	±2
Army	91	±2	23	58	19	±3
Navy	93	±2	22	61	17	±3
Marine Corps	92	±2	28	61	12	±4
Air Force	95	±1	22	68	10	±3
Enlisted	92	±1	22	61	17	±2
E1 – E4	90	±2	20	61	18	±3
E5 – E9	93	±1	23	61	16	±2
Officers	96	±1	29	64	7	±3
O1 – O3	95	±2	31	63	6	±4
O4 – O6	97	±2	28	67	6	±4
Male	93	±1	25	61	14	±2
Female	92	±2	12	63	24	±3
Not Deployed Past 12 Months	93	±1	21	64	15	±2
Deployed Past 12 Months	91	±2	26	57	17	±3
<b>WHITE</b>	93	±1	30	61	9	±2
Army	92	±2	31	58	10	±4
Navy	94	±2	29	60	10	±4
Marine Corps	94	±3	35	59	7	±6
Air Force	95	±2	28	67	5	±3
Enlisted	93	±2	30	60	10	±2
E1 – E4	92	±2	26	61	13	±4
E5 – E9	94	±2	32	60	8	±3
Officers	97	±2	34	64	2	±4
O1 – O3	95	±2	35	62	2	±5
O4 – O6	98	±2	30	67	2	±5
<b>BLACK</b>	91	±2	4	60	36	±3
Army	91	±3	4	57	39	±5
Navy	92	±3	5	59	36	±5
Marine Corps	88	±3	5	65	30	±5
Air Force	93	±2	4	66	30	±4
Enlisted	91	±2	5	60	36	±3
E1 – E4	89	±4	6	60	34	±6
E5 – E9	93	±2	4	59	37	±3
Officers	94	±2	4	61	34	±5
O1 – O3	91	±4	3	62	35	±5
O4 – O6	96	±2	6	62	32	±10
<b>HISPANIC</b>	91	±2	15	65	21	±3
Army	89	±3	15	61	24	±5
Navy	92	±3	12	63	25	±6
Marine Corps	89	±4	17	66	17	±7
Air Force	94	±3	15	72	13	±6
Enlisted	90	±2	14	64	22	±3
E1 – E4	89	±3	14	64	22	±5
E5 – E9	92	±2	15	65	21	±4

Note. Percent responding are active duty members who answered the question.

75. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	93	±4	19	68	12	±5
O1 – O3	93	±6	21	66	13	±7
O4 – O6	97	±2	22	67	11	±7
AIAN	89	±5	23	51	25	±12
Army	87	±10	21	45	34	±18
Navy	86	±10	35	50	15	±13
Marine Corps	91	±6	11	NR	NR	±9
Air Force	97	±2	NR	NR	8	±5
Enlisted	88	±6	20	52	28	±13
E1 – E4	88	±7	10	NR	NR	±6
E5 – E9	87	±9	30	56	14	±10
Officers	99	±1	NR	NR	NR	
O1 – O3	98	±2	NR	NR	5	±9
O4 – O6	99	±2	NR	NR	2	±4
ASIAN	91	±3	14	67	18	±3
Army	90	±7	17	58	24	±6
Navy	92	±4	10	72	18	±5
Marine Corps	84	±16	20	63	17	±14
Air Force	93	±3	14	74	12	±7
Enlisted	89	±4	13	68	20	±4
E1 – E4	87	±7	12	64	24	±6
E5 – E9	91	±3	13	70	17	±4
Officers	96	±2	20	66	14	±9
O1 – O3	96	±2	20	65	15	±13
O4 – O6	97	±2	21	68	11	±12
NHPI	88	±6	9	69	22	±10
Army	89	±8	8	65	26	±16
Navy	81	±16	10	65	25	±14
Marine Corps	83	±13	11	78	11	±9
Air Force	93	±3	9	80	11	±7
Enlisted	87	±6	9	68	23	±10
Officers	98	±3	9	89	3	±13
TWO OR MORE RACES	92	±3	18	60	21	±7
Army	90	±7	16	55	28	±13
Navy	90	±5	24	57	19	±10
Marine Corps	97	±3	NR	NR	NR	
Air Force	96	±3	13	72	15	±9
Enlisted	93	±4	17	60	23	±7
E1 – E4	90	±6	12	63	25	±11
E5 – E9	95	±3	23	56	21	±8
Officers	91	±7	25	65	10	±13
O1 – O3	91	±8	26	69	6	±15
O4 – O6	89	±17	NR	NR	8	±7
COAST GUARD	95	±2	25	64	10	±3
White	95	±2	29	64	6	±4
Black	92	±2	3	53	44	±4
Hispanic	92	±4	12	71	17	±4
Other Race/Ethnicity	94	±3	21	62	17	±7
Enlisted	94	±2	26	63	11	±4
Officers	97	±2	22	70	7	±4
Male	95	±2	27	64	9	±3
Female	94	±2	13	69	18	±3
Not Deployed Past 12 Months	95	±2	23	66	10	±3
Deployed Past 12 Months	93	±3	33	57	10	±7

NR: Not reportable

## 76. How would you rate race relations...

## a. In your work group?

1. Poor  
4. Very good

2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	93	±1	2	7	20	23	48	±2	4.1	±0.1	
Army	91	±2	3	9	21	24	44	±3	4.0	±0.1	
Navy	93	±2	2	8	22	24	44	±3	4.0	±0.1	
Marine Corps	92	±2	1	6	20	23	50	±4	4.2	±0.1	
Air Force	95	±1	1	4	15	23	57	±3	4.3	±0.1	
Enlisted	92	±1	2	8	21	23	46	±2	4.0	±0.1	
E1 – E4	90	±2	3	10	23	22	43	±3	3.9	±0.1	
E5 – E9	93	±1	2	6	20	24	48	±2	4.1	±0.1	
Officers	96	±1	1	4	12	25	59	±3	4.4	±0.1	
O1 – O3	95	±2	1	4	13	26	57	±4	4.3	±0.1	
O4 – O6	98	±2	0	3	9	24	64	±4	4.5	±0.1	
Male	93	±1	2	6	19	23	50	±2	4.1	±0.1	
Female	93	±2	3	12	23	24	38	±3	3.8	±0.1	
Not Deployed Past 12 Months	93	±1	1	6	19	23	50	±2	4.1	±0.1	
Deployed Past 12 Months	91	±2	2	8	21	24	44	±3	4.0	±0.1	
WHITE	93	±1	1	5	18	23	54	±2	4.2	±0.1	
Army	92	±2	2	5	19	24	51	±4	4.2	±0.1	
Navy	94	±2	1	6	21	22	50	±4	4.1	±0.1	
Marine Corps	94	±3	1	5	20	21	52	±6	4.2	±0.2	
Air Force	96	±2	0	3	13	22	62	±3	4.4	±0.1	
Enlisted	93	±2	1	5	20	22	51	±3	4.2	±0.1	
E1 – E4	92	±2	2	7	22	21	47	±4	4.0	±0.1	
E5 – E9	94	±2	1	4	18	23	54	±3	4.3	±0.1	
Officers	97	±2	0	2	10	24	64	±4	4.5	±0.1	
O1 – O3	95	±2	0	2	11	26	61	±5	4.5	±0.1	
O4 – O6	98	±2	0	2	7	23	68	±5	4.6	±0.1	
BLACK	92	±2	3	15	24	26	33	±3	3.7	±0.1	
Army	91	±3	4	17	24	24	31	±5	3.6	±0.2	
Navy	93	±3	2	15	24	27	32	±4	3.7	±0.1	
Marine Corps	89	±3	2	9	23	24	42	±5	4.0	±0.2	
Air Force	95	±2	2	10	23	30	35	±4	3.9	±0.1	
Enlisted	91	±2	3	15	24	25	33	±3	3.7	±0.1	
E1 – E4	90	±3	4	18	22	23	33	±6	3.6	±0.2	
E5 – E9	93	±2	2	13	25	27	32	±3	3.7	±0.1	
Officers	94	±2	2	13	24	30	32	±4	3.8	±0.1	
O1 – O3	91	±4	2	11	25	31	31	±5	3.8	±0.1	
O4 – O6	97	±2	2	9	26	30	33	±7	3.8	±0.2	
HISPANIC	91	±2	3	8	23	24	42	±3	4.0	±0.1	
Army	89	±3	3	11	24	23	39	±5	3.8	±0.2	
Navy	91	±3	4	6	28	26	36	±5	3.8	±0.2	
Marine Corps	89	±4	1	6	16	28	49	±7	4.2	±0.2	
Air Force	95	±3	2	6	22	20	51	±6	4.1	±0.2	
Enlisted	90	±2	3	8	24	24	42	±3	3.9	±0.1	
E1 – E4	89	±3	3	10	25	23	39	±5	3.8	±0.2	
E5 – E9	92	±2	2	7	22	24	44	±4	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

76a. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
Officers	93	±4	1	3	16	28	51	±6	4.2	±0.1	
O1 – O3	93	±6	1	4	14	27	53	±8	4.3	±0.2	
O4 – O6	97	±2	1	2	13	21	63	±7	4.4	±0.2	
AIAN	90	±5	2	11	22	29	35	±11	3.8	±0.2	
Army	88	±10	3	NR	24	26	32	±16	3.7	±0.4	
Navy	87	±10	2	NR	22	23	39	±14	3.8	±0.4	
Marine Corps	92	±5	1	5	13	NR	NR	±10	4.1	±0.2	
Air Force	97	±2	1	4	NR	NR	NR	±3	4.0	±0.3	
Enlisted	88	±6	2	11	24	27	35	±11	3.8	±0.2	
E1 – E4	89	±7	2	NR	23	NR	29	±16	3.7	±0.3	
E5 – E9	88	±9	3	6	25	25	42	±11	4.0	±0.2	
Officers	98	±2	0	NR	NR	NR	NR	±1	4.0	±0.5	
O1 – O3	98	±2	0	NR	NR	12	NR	±11	NR		
O4 – O6	98	±2	0	1	3	NR	NR	±6	4.2	±0.3	
ASIAN	91	±3	3	10	23	24	41	±4	3.9	±0.1	
Army	90	±7	6	11	27	21	34	±6	3.7	±0.2	
Navy	92	±4	3	11	22	25	39	±6	3.9	±0.2	
Marine Corps	83	±16	1	7	24	22	47	±10	4.1	±0.2	
Air Force	94	±3	1	5	19	26	50	±6	4.2	±0.1	
Enlisted	90	±4	3	11	24	23	39	±4	3.8	±0.1	
E1 – E4	86	±7	4	12	29	21	33	±6	3.7	±0.2	
E5 – E9	92	±3	2	10	21	25	42	±5	4.0	±0.1	
Officers	96	±2	4	4	17	26	49	±9	4.1	±0.2	
O1 – O3	96	±2	6	4	18	26	45	±13	4.0	±0.3	
O4 – O6	97	±2	0	3	13	25	59	±10	4.4	±0.2	
NHPI	88	±6	2	16	17	24	40	±11	3.8	±0.3	
Army	89	±8	2	23	18	23	36	±18	3.7	±0.4	
Navy	82	±16	NR	11	21	20	40	±12	3.8	±0.4	
Marine Corps	83	±13	1	2	14	24	59	±11	4.4	±0.2	
Air Force	94	±3	1	6	14	34	45	±17	4.2	±0.1	
Enlisted	88	±6	2	17	18	25	37	±12	3.8	±0.3	
Officers	98	±3	NR	0	5	NR	NR	±7	4.7	±0.2	
TWO OR MORE RACES	91	±4	4	9	19	22	46	±7	4.0	±0.2	
Army	88	±8	7	13	20	27	33	±13	3.7	±0.4	
Navy	90	±5	4	10	19	26	41	±10	3.9	±0.3	
Marine Corps	96	±3	1	5	NR	12	NR	±10	4.0	±0.5	
Air Force	96	±3	1	5	12	16	66	±8	4.4	±0.2	
Enlisted	91	±4	4	9	20	21	45	±7	3.9	±0.2	
E1 – E4	88	±7	6	11	24	16	43	±11	3.8	±0.3	
E5 – E9	95	±3	2	7	16	26	48	±8	4.1	±0.2	
Officers	91	±7	0	10	12	28	50	±13	4.2	±0.3	
O1 – O3	91	±8	0	12	NR	34	42	±16	4.1	±0.4	
O4 – O6	88	±17	1	3	NR	14	NR	±9	4.4	±0.4	
COAST GUARD	95	±2	1	3	17	28	50	±3	4.2	±0.1	
White	95	±2	0	2	16	29	53	±4	4.3	±0.1	
Black	92	±2	2	11	27	26	33	±4	3.8	±0.1	
Hispanic	92	±4	2	5	21	28	44	±5	4.1	±0.1	
Other Race/Ethnicity	94	±3	1	6	21	25	47	±7	4.1	±0.2	
Enlisted	94	±2	1	4	19	28	49	±4	4.2	±0.1	
Officers	97	±2	0	2	12	30	56	±4	4.4	±0.1	
Male	95	±2	1	3	17	28	51	±3	4.3	±0.1	
Female	93	±2	1	5	22	27	45	±3	4.1	±0.1	
Not Deployed Past 12 Months	95	±2	0	3	17	28	52	±3	4.3	±0.1	
Deployed Past 12 Months	93	±3	1	4	19	30	46	±6	4.1	±0.2	

NR: Not reportable



## 76. How would you rate race relations...

## b. At your installation/ship?

1. Poor  
4. Very good2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	93	±1	2	8	23	26	41	±2	3.9	±0.1	
Army	91	±2	3	10	25	26	35	±3	3.8	±0.1	
Navy	93	±2	3	9	26	25	38	±3	3.8	±0.1	
Marine Corps	92	±2	1	5	24	25	45	±4	4.1	±0.1	
Air Force	95	±1	1	5	18	26	51	±3	4.2	±0.1	
Enlisted	92	±1	3	9	25	25	39	±2	3.9	±0.1	
E1 – E4	90	±2	4	9	26	22	39	±3	3.8	±0.1	
E5 – E9	93	±1	2	9	24	27	39	±2	3.9	±0.1	
Officers	96	±1	1	4	16	29	51	±3	4.3	±0.1	
O1 – O3	95	±2	0	4	17	30	49	±4	4.2	±0.1	
O4 – O6	98	±1	1	3	13	28	56	±4	4.4	±0.1	
Male	93	±1	2	7	23	26	43	±2	4.0	±0.1	
Female	93	±2	3	13	27	25	31	±3	3.7	±0.1	
Not Deployed Past 12 Months	93	±1	2	7	22	26	43	±2	4.0	±0.1	
Deployed Past 12 Months	91	±2	3	10	25	25	37	±3	3.8	±0.1	
WHITE	94	±1	2	5	21	26	47	±2	4.1	±0.1	
Army	92	±2	2	7	22	27	43	±4	4.0	±0.1	
Navy	94	±2	3	6	24	24	43	±4	4.0	±0.1	
Marine Corps	94	±3	1	3	24	24	47	±6	4.1	±0.1	
Air Force	96	±2	0	3	14	27	56	±3	4.4	±0.1	
Enlisted	93	±2	2	6	23	25	44	±3	4.0	±0.1	
E1 – E4	92	±2	3	6	26	23	43	±4	4.0	±0.1	
E5 – E9	94	±2	1	6	20	27	45	±3	4.1	±0.1	
Officers	97	±2	0	2	13	29	56	±4	4.4	±0.1	
O1 – O3	95	±2	0	2	15	30	54	±5	4.4	±0.1	
O4 – O6	98	±2	0	2	10	28	60	±5	4.5	±0.1	
BLACK	91	±2	4	17	29	25	25	±3	3.5	±0.1	
Army	90	±3	6	19	30	25	20	±4	3.3	±0.2	
Navy	92	±3	3	16	30	24	26	±4	3.5	±0.1	
Marine Corps	89	±3	2	12	28	24	33	±5	3.7	±0.2	
Air Force	94	±2	3	13	29	26	29	±4	3.7	±0.1	
Enlisted	91	±2	4	17	29	24	25	±3	3.5	±0.1	
E1 – E4	89	±3	7	18	26	21	28	±5	3.4	±0.2	
E5 – E9	92	±2	3	16	31	27	23	±3	3.5	±0.1	
Officers	94	±2	4	15	29	31	22	±4	3.5	±0.1	
O1 – O3	91	±4	3	15	28	32	22	±5	3.5	±0.1	
O4 – O6	96	±2	4	10	32	30	24	±6	3.6	±0.2	
HISPANIC	90	±2	3	9	27	27	35	±3	3.8	±0.1	
Army	89	±3	4	10	31	26	29	±5	3.6	±0.1	
Navy	91	±3	2	10	28	29	30	±5	3.8	±0.2	
Marine Corps	89	±4	1	7	18	29	45	±7	4.1	±0.2	
Air Force	94	±3	1	6	24	23	45	±6	4.0	±0.2	
Enlisted	90	±2	3	9	27	26	35	±3	3.8	±0.1	
E1 – E4	88	±3	3	10	27	24	36	±5	3.8	±0.2	
E5 – E9	92	±2	3	9	27	28	34	±3	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

76b. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
Officers	93	±4	1	5	22	30	42	±6	4.1	±0.1	
O1 – O3	93	±6	1	5	22	29	44	±8	4.1	±0.2	
O4 – O6	97	±2	1	3	20	23	52	±9	4.2	±0.2	
AIAN	90	±5	5	9	28	30	28	±11	3.7	±0.3	
Army	88	±10	NR	10	31	28	22	±16	3.4	±0.4	
Navy	87	±10	4	NR	24	23	35	±14	3.7	±0.4	
Marine Corps	92	±5	1	6	15	NR	NR	±11	4.0	±0.2	
Air Force	97	±2	1	4	NR	15	39	±17	3.9	±0.4	
Enlisted	88	±6	6	9	27	30	28	±12	3.7	±0.3	
E1 – E4	89	±7	NR	8	21	NR	23	±10	3.6	±0.4	
E5 – E9	88	±9	2	10	33	21	34	±11	3.7	±0.2	
Officers	98	±2	0	NR	NR	NR	NR	±1	3.7	±0.5	
O1 – O3	98	±2	0	NR	NR	14	NR	±14	NR		
O4 – O6	98	±2	0	1	NR	NR	NR	±2	NR		
ASIAN	91	±3	3	12	26	23	36	±4	3.8	±0.1	
Army	90	±7	4	15	30	22	29	±6	3.6	±0.2	
Navy	92	±4	3	15	25	24	33	±6	3.7	±0.2	
Marine Corps	83	±16	1	8	26	22	43	±11	4.0	±0.2	
Air Force	94	±3	0	6	22	23	47	±6	4.1	±0.2	
Enlisted	90	±4	3	14	27	22	34	±4	3.7	±0.1	
E1 – E4	87	±7	4	17	30	18	31	±6	3.6	±0.2	
E5 – E9	92	±3	2	12	25	25	36	±5	3.8	±0.1	
Officers	96	±2	2	5	21	30	43	±8	4.1	±0.2	
O1 – O3	96	±2	NR	5	22	29	42	±10	4.0	±0.3	
O4 – O6	97	±2	1	5	16	32	46	±12	4.2	±0.2	
NHPI	88	±6	2	14	28	21	35	±11	3.7	±0.3	
Army	89	±8	0	20	33	16	31	±17	3.6	±0.4	
Navy	82	±16	NR	9	25	23	34	±12	3.6	±0.4	
Marine Corps	83	±13	1	4	17	23	55	±12	4.3	±0.2	
Air Force	93	±3	1	5	17	36	41	±16	4.1	±0.1	
Enlisted	88	±6	2	15	27	21	34	±11	3.7	±0.3	
Officers	98	±3	0	NR	NR	NR	NR	±2	NR		
TWO OR MORE RACES	91	±4	2	12	24	24	38	±6	3.8	±0.2	
Army	88	±8	4	18	25	30	23	±13	3.5	±0.3	
Navy	89	±5	3	13	23	24	37	±10	3.8	±0.3	
Marine Corps	96	±3	1	NR	NR	13	NR	±10	3.8	±0.5	
Air Force	96	±3	0	5	16	20	58	±9	4.3	±0.2	
Enlisted	91	±4	3	13	25	22	38	±7	3.8	±0.2	
E1 – E4	90	±6	4	11	29	20	36	±11	3.7	±0.3	
E5 – E9	93	±5	1	14	21	24	39	±8	3.9	±0.2	
Officers	91	±7	0	9	15	34	42	±13	4.1	±0.3	
O1 – O3	91	±8	0	11	15	37	37	±16	4.0	±0.4	
O4 – O6	88	±17	2	6	NR	NR	NR	±6	4.1	±0.4	
COAST GUARD	94	±2	1	4	18	30	47	±3	4.2	±0.1	
White	95	±2	0	3	16	31	50	±4	4.3	±0.1	
Black	92	±2	5	15	29	25	26	±4	3.5	±0.1	
Hispanic	92	±4	2	7	23	29	40	±5	4.0	±0.1	
Other Race/Ethnicity	93	±4	1	6	23	26	44	±7	4.1	±0.2	
Enlisted	93	±2	1	4	19	29	46	±4	4.2	±0.1	
Officers	97	±2	0	2	14	34	50	±4	4.3	±0.1	
Male	94	±2	1	4	18	30	48	±4	4.2	±0.1	
Female	93	±2	1	6	24	27	41	±3	4.0	±0.1	
Not Deployed Past 12 Months	94	±2	1	3	18	29	48	±3	4.2	±0.1	
Deployed Past 12 Months	93	±4	1	6	19	32	43	±6	4.1	±0.2	

NR: Not reportable

## 76. How would you rate race relations...

## c. In your Service?

1. Poor  
4. Very good

2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	92	±1	3	9	27	26	35	±2	3.8	±0.1	
Army	91	±2	4	12	29	25	30	±3	3.7	±0.1	
Navy	93	±2	3	11	31	26	29	±3	3.7	±0.1	
Marine Corps	92	±2	2	7	25	25	40	±4	3.9	±0.1	
Air Force	95	±1	1	5	21	27	47	±3	4.1	±0.1	
Enlisted	92	±1	3	10	28	24	34	±2	3.8	±0.1	
E1 – E4	90	±2	4	11	29	21	35	±3	3.7	±0.1	
E5 – E9	93	±1	2	10	28	27	33	±2	3.8	±0.1	
Officers	96	±1	1	4	21	33	42	±3	4.1	±0.1	
O1 – O3	94	±2	1	5	21	31	43	±4	4.1	±0.1	
O4 – O6	98	±1	0	3	19	34	43	±4	4.2	±0.1	
Male	92	±1	3	8	26	26	37	±2	3.9	±0.1	
Female	92	±2	3	15	31	24	27	±3	3.6	±0.1	
Not Deployed Past 12 Months	93	±1	2	8	26	26	37	±2	3.9	±0.1	
Deployed Past 12 Months	91	±2	4	12	28	25	32	±2	3.7	±0.1	
WHITE	93	±1	2	6	25	27	41	±2	4.0	±0.1	
Army	92	±2	2	8	26	27	36	±4	3.9	±0.1	
Navy	94	±2	2	9	30	26	33	±4	3.8	±0.1	
Marine Corps	93	±3	2	4	26	25	44	±6	4.0	±0.2	
Air Force	96	±2	0	2	18	28	52	±3	4.3	±0.1	
Enlisted	92	±2	2	7	26	25	39	±2	3.9	±0.1	
E1 – E4	91	±2	3	8	28	22	39	±4	3.9	±0.1	
E5 – E9	94	±2	2	6	25	28	39	±3	4.0	±0.1	
Officers	97	±2	0	2	18	34	46	±4	4.2	±0.1	
O1 – O3	95	±3	0	2	19	32	47	±5	4.2	±0.1	
O4 – O6	98	±2	0	2	16	35	47	±5	4.3	±0.1	
BLACK	91	±2	5	20	32	22	20	±3	3.3	±0.1	
Army	90	±3	6	24	32	20	18	±5	3.2	±0.2	
Navy	92	±3	5	19	33	23	19	±4	3.3	±0.1	
Marine Corps	89	±3	5	17	32	22	25	±5	3.5	±0.2	
Air Force	94	±2	4	14	31	26	25	±4	3.5	±0.1	
Enlisted	91	±2	5	20	32	22	21	±3	3.3	±0.1	
E1 – E4	89	±4	8	21	28	18	26	±5	3.3	±0.2	
E5 – E9	93	±2	4	20	34	24	18	±3	3.3	±0.1	
Officers	94	±2	4	17	35	28	16	±4	3.4	±0.1	
O1 – O3	91	±4	3	18	35	28	15	±5	3.3	±0.1	
O4 – O6	96	±2	4	15	36	27	18	±6	3.4	±0.2	
HISPANIC	91	±2	3	10	31	25	31	±3	3.7	±0.1	
Army	89	±3	5	12	34	23	26	±5	3.5	±0.2	
Navy	91	±3	3	11	35	27	24	±6	3.6	±0.2	
Marine Corps	89	±4	2	9	23	26	40	±7	3.9	±0.2	
Air Force	95	±3	1	6	27	25	41	±6	4.0	±0.2	
Enlisted	90	±2	4	10	31	24	31	±3	3.7	±0.1	
E1 – E4	88	±3	4	12	32	22	31	±5	3.6	±0.2	
E5 – E9	92	±2	3	9	30	27	30	±4	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

76c. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
Officers	93	±4	1	7	28	30	35	±6	3.9	±0.1	
O1 – O3	93	±6	1	6	25	30	38	±8	4.0	±0.2	
O4 – O6	97	±2	0	5	25	26	43	±9	4.1	±0.2	
AIAN	90	±5	6	12	32	23	27	±11	3.5	±0.3	
Army	88	±10	NR	9	39	16	26	±15	3.4	±0.5	
Navy	87	±10	3	11	26	31	29	±14	3.7	±0.3	
Marine Corps	92	±5	2	NR	16	NR	NR	±12	NR		
Air Force	97	±2	0	5	NR	25	28	±18	3.8	±0.3	
Enlisted	88	±6	7	14	29	23	27	±13	3.5	±0.3	
E1 – E4	89	±7	NR	NR	20	21	28	±15	3.3	±0.6	
E5 – E9	88	±9	2	8	39	25	27	±11	3.7	±0.2	
Officers	98	±2	1	3	NR	NR	NR	±4	3.6	±0.4	
O1 – O3	98	±2	1	6	NR	NR	NR	±9	3.8	±0.4	
O4 – O6	98	±2	0	1	NR	NR	NR	±3	NR		
ASIAN	91	±3	4	12	28	26	31	±4	3.7	±0.1	
Army	90	±7	8	13	31	22	26	±7	3.4	±0.2	
Navy	92	±4	3	14	27	28	28	±6	3.6	±0.2	
Marine Corps	83	±16	1	11	25	24	39	±12	3.9	±0.3	
Air Force	94	±3	1	7	25	28	40	±6	4.0	±0.2	
Enlisted	90	±4	4	13	29	25	30	±4	3.6	±0.1	
E1 – E4	87	±7	5	15	31	21	28	±6	3.5	±0.2	
E5 – E9	92	±3	3	12	27	28	30	±5	3.7	±0.1	
Officers	96	±2	2	7	23	30	37	±8	3.9	±0.2	
O1 – O3	96	±2	3	8	25	28	37	±11	3.9	±0.3	
O4 – O6	97	±2	1	6	19	35	39	±12	4.1	±0.2	
NHPI	88	±6	3	16	23	27	32	±11	3.7	±0.2	
Army	89	±8	2	18	25	NR	31	±17	3.6	±0.4	
Navy	82	±16	NR	21	23	24	25	±12	3.4	±0.4	
Marine Corps	83	±13	1	7	16	31	44	±15	4.1	±0.2	
Air Force	94	±3	0	6	17	39	38	±15	4.1	±0.1	
Enlisted	88	±6	3	17	24	28	30	±12	3.6	±0.2	
Officers	98	±3	1	1	8	NR	NR	±10	4.6	±0.4	
TWO OR MORE RACES	92	±3	6	13	26	26	30	±6	3.6	±0.2	
Army	90	±7	9	17	29	29	16	±13	3.3	±0.4	
Navy	90	±5	6	12	31	23	28	±10	3.6	±0.3	
Marine Corps	96	±3	NR	NR	NR	23	NR	±17	3.5	±0.6	
Air Force	96	±3	1	5	18	25	51	±9	4.2	±0.2	
Enlisted	92	±4	6	13	26	24	30	±7	3.6	±0.2	
E1 – E4	90	±6	10	12	25	20	33	±11	3.5	±0.3	
E5 – E9	95	±3	2	15	28	28	27	±8	3.6	±0.2	
Officers	91	±7	1	9	21	40	29	±13	3.9	±0.3	
O1 – O3	91	±8	0	12	22	37	28	±17	3.8	±0.3	
O4 – O6	88	±17	3	5	NR	NR	20	±10	3.8	±0.2	
COAST GUARD	94	±2	2	6	22	33	37	±3	4.0	±0.1	
White	95	±2	1	4	21	35	40	±4	4.1	±0.1	
Black	92	±2	11	23	35	18	13	±4	3.0	±0.1	
Hispanic	91	±4	4	11	26	28	31	±5	3.7	±0.1	
Other Race/Ethnicity	94	±3	4	8	28	25	35	±7	3.8	±0.2	
Enlisted	94	±2	2	6	23	32	38	±4	4.0	±0.1	
Officers	98	±2	1	5	21	37	36	±4	4.0	±0.1	
Male	94	±2	2	5	21	33	38	±3	4.0	±0.1	
Female	94	±2	2	10	30	28	30	±3	3.8	±0.1	
Not Deployed Past 12 Months	95	±2	1	5	22	34	38	±3	4.0	±0.1	
Deployed Past 12 Months	93	±4	3	8	25	27	36	±6	3.9	±0.2	

NR: Not reportable

## 76. How would you rate race relations...

## d. In the local community around your installation?

1. Poor  
4. Very good2. Fair  
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	92	±1	6	15	30	21	28	±2	3.5	±0.1	
Army	91	±2	7	17	30	20	26	±3	3.4	±0.1	
Navy	93	±2	7	15	33	22	23	±3	3.4	±0.1	
Marine Corps	92	±2	5	13	30	22	31	±4	3.6	±0.1	
Air Force	95	±1	5	13	26	23	33	±3	3.7	±0.1	
Enlisted	92	±1	7	16	30	20	27	±2	3.5	±0.1	
E1 – E4	90	±2	9	15	29	19	29	±3	3.5	±0.1	
E5 – E9	93	±1	5	16	30	22	26	±2	3.5	±0.1	
Officers	96	±1	3	13	28	26	30	±3	3.7	±0.1	
O1 – O3	94	±2	3	14	28	24	31	±4	3.7	±0.1	
O4 – O6	97	±2	2	12	28	28	30	±4	3.7	±0.1	
Male	92	±1	6	15	29	22	29	±2	3.5	±0.1	
Female	93	±2	6	19	33	20	22	±3	3.3	±0.1	
Not Deployed Past 12 Months	93	±1	6	15	29	22	29	±2	3.5	±0.1	
Deployed Past 12 Months	91	±2	7	16	31	21	26	±2	3.4	±0.1	
WHITE	93	±1	6	13	28	21	31	±2	3.6	±0.1	
Army	92	±2	7	15	28	20	30	±3	3.5	±0.1	
Navy	94	±2	7	13	33	22	25	±4	3.4	±0.1	
Marine Corps	94	±3	5	13	30	20	31	±5	3.6	±0.2	
Air Force	96	±2	5	12	24	23	36	±3	3.7	±0.1	
Enlisted	93	±2	7	14	29	20	30	±2	3.5	±0.1	
E1 – E4	91	±2	9	13	29	19	31	±4	3.5	±0.1	
E5 – E9	94	±2	6	15	28	22	30	±3	3.6	±0.1	
Officers	97	±2	3	12	27	25	32	±3	3.7	±0.1	
O1 – O3	95	±2	3	13	26	24	33	±5	3.7	±0.2	
O4 – O6	98	±2	2	11	28	27	32	±5	3.8	±0.1	
BLACK	92	±2	6	24	32	20	18	±3	3.2	±0.1	
Army	91	±3	7	27	32	18	16	±5	3.1	±0.2	
Navy	92	±3	5	22	34	22	18	±4	3.3	±0.1	
Marine Corps	89	±3	5	19	31	22	23	±5	3.4	±0.2	
Air Force	95	±2	7	20	33	21	19	±4	3.3	±0.1	
Enlisted	91	±2	7	24	32	19	18	±3	3.2	±0.1	
E1 – E4	89	±3	8	24	26	19	23	±5	3.2	±0.2	
E5 – E9	93	±2	6	24	35	20	16	±3	3.2	±0.1	
Officers	94	±2	4	20	37	25	13	±5	3.2	±0.1	
O1 – O3	91	±4	4	22	37	24	13	±5	3.2	±0.1	
O4 – O6	96	±2	5	18	40	25	12	±6	3.2	±0.1	
HISPANIC	90	±2	6	13	32	23	26	±3	3.5	±0.1	
Army	89	±3	7	14	35	21	23	±5	3.4	±0.2	
Navy	90	±3	6	14	33	27	20	±5	3.4	±0.2	
Marine Corps	89	±4	3	10	28	25	33	±7	3.8	±0.2	
Air Force	95	±3	5	12	27	22	34	±6	3.7	±0.2	
Enlisted	90	±2	6	13	32	23	26	±3	3.5	±0.1	
E1 – E4	88	±3	6	12	32	21	29	±5	3.5	±0.2	
E5 – E9	92	±2	6	13	32	24	24	±4	3.5	±0.1	

Note. Percent responding are active duty members who answered the question.

76d. Continued	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
Officers	93	±4	3	14	31	28	25	±6	3.6	±0.2	
O1 – O3	93	±6	4	9	30	28	30	±8	3.7	±0.2	
O4 – O6	97	±2	2	13	29	30	25	±8	3.6	±0.2	
AIAN	90	±5	8	23	30	21	18	±11	3.2	±0.3	
Army	88	±10	NR	20	28	24	15	±17	3.1	±0.4	
Navy	87	±10	3	22	29	21	25	±15	3.4	±0.3	
Marine Corps	92	±5	4	NR	NR	NR	15	±11	3.1	±0.6	
Air Force	97	±2	4	NR	NR	13	20	±9	3.3	±0.4	
Enlisted	88	±6	9	25	30	17	19	±13	3.1	±0.3	
E1 – E4	89	±7	NR	NR	26	14	19	±13	3.0	±0.4	
E5 – E9	88	±9	5	20	34	21	19	±12	3.3	±0.2	
Officers	98	±2	2	NR	NR	NR	10	±8	3.4	±0.4	
O1 – O3	98	±2	3	9	NR	12	15	±14	3.3	±0.3	
O4 – O6	98	±2	1	NR	6	NR	7	±11	NR		
ASIAN	91	±3	4	15	30	24	28	±3	3.6	±0.1	
Army	91	±7	7	18	31	19	25	±7	3.4	±0.2	
Navy	91	±4	3	16	28	26	26	±6	3.6	±0.2	
Marine Corps	83	±16	3	11	32	23	31	±12	3.7	±0.3	
Air Force	94	±3	3	11	28	25	33	±6	3.7	±0.2	
Enlisted	90	±4	4	16	31	23	27	±4	3.5	±0.1	
E1 – E4	87	±7	5	17	32	19	27	±6	3.5	±0.2	
E5 – E9	92	±3	4	15	30	26	26	±5	3.6	±0.1	
Officers	96	±2	4	12	25	28	31	±8	3.7	±0.2	
O1 – O3	96	±2	5	12	25	28	31	±11	3.7	±0.3	
O4 – O6	97	±2	2	12	21	32	33	±13	3.8	±0.2	
NHPI	88	±6	4	13	35	20	28	±12	3.6	±0.2	
Army	89	±8	5	13	NR	14	28	±15	3.5	±0.3	
Navy	82	±16	3	14	34	23	26	±14	3.5	±0.3	
Marine Corps	83	±13	2	11	27	29	32	±16	3.8	±0.2	
Air Force	94	±3	2	14	20	33	32	±18	3.8	±0.1	
Enlisted	88	±6	4	14	37	20	26	±12	3.5	±0.2	
Officers	98	±3	1	4	11	NR	NR	±12	4.5	±0.4	
TWO OR MORE RACES	92	±3	10	19	28	20	24	±6	3.3	±0.2	
Army	90	±7	15	22	29	22	11	±14	2.9	±0.4	
Navy	90	±5	8	18	29	16	29	±10	3.4	±0.3	
Marine Corps	97	±3	NR	NR	NR	19	NR	±16	3.3	±0.6	
Air Force	96	±3	4	17	25	21	34	±10	3.6	±0.3	
Enlisted	92	±4	10	20	26	18	25	±7	3.3	±0.2	
E1 – E4	90	±6	16	18	25	13	28	±12	3.2	±0.4	
E5 – E9	95	±3	4	23	28	23	22	±8	3.4	±0.2	
Officers	91	±7	4	13	36	34	13	±14	3.4	±0.3	
O1 – O3	91	±8	5	15	36	31	13	±17	3.3	±0.3	
O4 – O6	88	±17	3	8	NR	NR	14	±8	3.6	±0.3	
COAST GUARD	94	±2	6	16	29	22	26	±3	3.5	±0.1	
White	95	±2	6	16	28	23	27	±4	3.5	±0.1	
Black	92	±2	9	24	36	18	13	±4	3.0	±0.1	
Hispanic	92	±4	7	15	29	23	26	±5	3.5	±0.1	
Other Race/Ethnicity	94	±3	10	12	37	18	23	±7	3.3	±0.2	
Enlisted	94	±2	6	15	29	23	27	±3	3.5	±0.1	
Officers	98	±2	7	17	32	22	22	±4	3.3	±0.1	
Male	94	±2	6	15	29	23	27	±3	3.5	±0.1	
Female	94	±2	7	16	33	20	23	±3	3.4	±0.1	
Not Deployed Past 12 Months	95	±2	6	15	29	23	26	±3	3.5	±0.1	
Deployed Past 12 Months	93	±3	7	16	29	21	27	±6	3.4	±0.2	

NR: Not reportable

**77. In your work group, to what extent...****a. Would members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
<b>TOTAL DOD</b>	91	±1	10	10	24	28	27	±2	3.5	±0.1	
Army	90	±2	12	11	25	27	25	±2	3.4	±0.1	
Navy	92	±2	10	11	27	28	24	±3	3.5	±0.1	
Marine Corps	90	±3	11	10	28	27	25	±4	3.5	±0.1	
Air Force	94	±1	8	8	20	31	33	±3	3.7	±0.1	
Enlisted	90	±1	11	11	26	26	25	±2	3.4	±0.1	
E1 – E4	89	±2	14	12	29	23	22	±3	3.2	±0.1	
E5 – E9	92	±1	9	10	24	29	28	±2	3.6	±0.1	
Officers	95	±2	5	5	16	39	35	±3	3.9	±0.1	
O1 – O3	94	±2	5	7	18	39	31	±4	3.8	±0.1	
O4 – O6	96	±2	3	3	12	40	42	±4	4.1	±0.1	
Male	91	±1	10	10	24	28	28	±2	3.6	±0.1	
Female	90	±2	11	13	29	27	19	±3	3.3	±0.1	
Not Deployed Past 12 Months	92	±1	9	10	24	29	28	±2	3.6	±0.1	
Deployed Past 12 Months	90	±2	11	11	25	27	25	±2	3.4	±0.1	
<b>WHITE</b>	92	±1	9	8	22	31	30	±2	3.7	±0.1	
Army	90	±2	10	9	22	30	29	±3	3.6	±0.1	
Navy	93	±2	8	9	24	31	28	±4	3.6	±0.1	
Marine Corps	92	±3	10	8	26	30	26	±5	3.5	±0.2	
Air Force	94	±2	7	6	18	33	36	±3	3.9	±0.1	
Enlisted	91	±2	10	9	24	29	28	±2	3.6	±0.1	
E1 – E4	90	±2	13	10	28	26	24	±4	3.4	±0.1	
E5 – E9	92	±2	7	8	21	32	32	±3	3.7	±0.1	
Officers	95	±2	5	4	14	40	38	±4	4.0	±0.1	
O1 – O3	94	±3	5	5	16	40	34	±5	3.9	±0.2	
O4 – O6	96	±2	3	2	10	41	45	±5	4.2	±0.1	
<b>BLACK</b>	90	±2	12	15	31	22	20	±3	3.2	±0.1	
Army	89	±3	13	17	30	21	20	±5	3.2	±0.2	
Navy	91	±3	12	15	34	22	17	±5	3.2	±0.2	
Marine Corps	84	±5	12	13	33	24	19	±5	3.3	±0.2	
Air Force	94	±2	10	13	28	26	23	±4	3.4	±0.1	
Enlisted	90	±2	12	15	31	21	20	±3	3.2	±0.1	
E1 – E4	88	±4	18	17	33	16	16	±6	3.0	±0.2	
E5 – E9	91	±2	9	15	30	24	22	±3	3.3	±0.1	
Officers	92	±2	8	13	26	33	19	±4	3.4	±0.1	
O1 – O3	89	±4	8	15	26	34	17	±5	3.4	±0.2	
O4 – O6	95	±2	8	12	25	31	24	±7	3.5	±0.2	
<b>HISPANIC</b>	89	±2	12	13	28	24	23	±3	3.3	±0.1	
Army	87	±3	13	13	30	23	21	±5	3.3	±0.2	
Navy	90	±3	14	13	29	24	20	±5	3.2	±0.2	
Marine Corps	87	±5	12	11	29	21	27	±8	3.4	±0.2	
Air Force	93	±3	9	13	23	27	28	±6	3.5	±0.2	
Enlisted	89	±2	13	13	29	22	23	±3	3.3	±0.1	
E1 – E4	86	±4	15	14	32	18	21	±5	3.2	±0.2	
E5 – E9	91	±2	12	12	26	25	25	±3	3.4	±0.1	

Note. Percent responding are active duty members who answered the question.

77a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	93	±4	5	7	21	41	26	±6	3.7	±0.1	
O1 – O3	92	±6	6	8	21	43	22	±8	3.7	±0.2	
O4 – O6	97	±2	3	6	13	44	34	±8	4.0	±0.1	
AIAN	89	±5	13	15	24	24	24	±11	3.3	±0.3	
Army	87	±10	15	11	21	27	26	±17	3.4	±0.5	
Navy	86	±10	9	15	28	23	25	±16	3.4	±0.3	
Marine Corps	92	±5	16	NR	NR	13	13	±17	2.7	±0.5	
Air Force	97	±2	9	6	22	NR	NR	±17	3.7	±0.4	
Enlisted	88	±6	15	17	24	23	20	±13	3.2	±0.3	
E1 – E4	88	±7	17	NR	27	22	11	±17	2.9	±0.4	
E5 – E9	87	±9	13	11	22	24	30	±10	3.5	±0.3	
Officers	99	±1	3	3	NR	NR	NR	±3	4.1	±0.5	
O1 – O3	98	±2	4	2	NR	19	20	±17	3.5	±0.4	
O4 – O6	99	±2	2	2	4	NR	NR	±6	NR		
ASIAN	89	±3	13	13	29	21	24	±3	3.3	±0.1	
Army	88	±7	17	13	30	18	22	±7	3.1	±0.2	
Navy	91	±4	10	15	29	25	21	±5	3.3	±0.2	
Marine Corps	82	±16	17	15	27	15	27	±15	3.2	±0.4	
Air Force	91	±4	11	9	28	23	29	±7	3.5	±0.2	
Enlisted	88	±4	14	14	31	20	22	±4	3.2	±0.1	
E1 – E4	84	±7	17	16	36	17	15	±6	3.0	±0.2	
E5 – E9	91	±3	13	12	28	21	26	±5	3.4	±0.2	
Officers	96	±2	6	11	20	30	33	±8	3.7	±0.2	
O1 – O3	96	±2	7	13	20	30	31	±12	3.7	±0.3	
O4 – O6	97	±2	4	7	21	30	38	±13	3.9	±0.3	
NHPI	86	±6	13	13	30	24	20	±11	3.2	±0.3	
Army	86	±8	NR	15	28	NR	17	±15	3.2	±0.5	
Navy	82	±16	18	5	28	25	23	±16	3.3	±0.4	
Marine Corps	82	±13	11	15	36	16	23	±15	3.3	±0.3	
Air Force	92	±3	10	10	35	21	25	±17	3.4	±0.2	
Enlisted	86	±6	14	13	30	25	18	±12	3.2	±0.3	
Officers	97	±3	2	2	NR	NR	NR	±4	NR		
TWO OR MORE RACES	91	±3	13	15	22	28	22	±6	3.3	±0.2	
Army	90	±7	17	16	21	29	16	±15	3.1	±0.4	
Navy	88	±6	12	17	23	29	20	±10	3.3	±0.3	
Marine Corps	94	±6	NR	NR	NR	17	11	±14	2.9	±0.4	
Air Force	95	±3	9	7	18	31	36	±10	3.8	±0.3	
Enlisted	91	±4	15	16	23	25	21	±7	3.2	±0.2	
E1 – E4	89	±6	18	20	24	19	20	±12	3.0	±0.3	
E5 – E9	94	±3	11	11	23	32	23	±8	3.5	±0.3	
Officers	90	±7	2	12	14	45	27	±13	3.8	±0.3	
O1 – O3	90	±9	1	12	16	49	22	±16	3.8	±0.3	
O4 – O6	88	±17	3	NR	10	NR	NR	±7	3.8	±0.5	
COAST GUARD	94	±2	8	8	24	34	26	±3	3.6	±0.1	
White	95	±2	7	6	23	36	28	±4	3.7	±0.1	
Black	90	±2	10	16	30	25	19	±4	3.3	±0.1	
Hispanic	90	±4	9	14	28	26	23	±4	3.4	±0.1	
Other Race/Ethnicity	92	±4	10	10	27	30	24	±7	3.5	±0.2	
Enlisted	93	±2	9	9	26	31	25	±4	3.6	±0.1	
Officers	97	±2	3	5	18	44	30	±5	3.9	±0.1	
Male	94	±2	8	8	23	34	27	±3	3.6	±0.1	
Female	92	±2	6	10	29	32	23	±3	3.5	±0.1	
Not Deployed Past 12 Months	94	±2	8	7	24	35	26	±3	3.6	±0.1	
Deployed Past 12 Months	91	±4	8	10	24	31	27	±6	3.6	±0.2	

NR: Not reportable



## 77. In your work group, to what extent...

## b. Would reports about racial/ethnic harassment and discrimination be taken seriously?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	8	8	20	28	36	±2	3.8	±0.1	
Army	89	±2	9	10	22	27	33	±3	3.7	±0.1	
Navy	91	±2	7	9	22	29	34	±3	3.7	±0.1	
Marine Corps	90	±3	9	7	21	28	35	±4	3.7	±0.1	
Air Force	94	±1	6	5	15	29	44	±3	4.0	±0.1	
Enlisted	90	±1	9	9	22	27	33	±2	3.7	±0.1	
E1 – E4	89	±2	12	10	25	24	29	±3	3.5	±0.1	
E5 – E9	91	±1	7	8	20	29	37	±2	3.8	±0.1	
Officers	95	±2	3	3	11	33	50	±3	4.2	±0.1	
O1 – O3	93	±2	4	4	13	37	43	±4	4.1	±0.1	
O4 – O6	96	±2	2	2	8	29	60	±4	4.4	±0.1	
Male	91	±1	8	7	19	28	37	±2	3.8	±0.1	
Female	90	±2	9	12	24	28	28	±3	3.5	±0.1	
Not Deployed Past 12 Months	92	±1	7	8	19	29	37	±2	3.8	±0.1	
Deployed Past 12 Months	90	±2	9	9	21	27	34	±2	3.7	±0.1	
WHITE	92	±1	7	6	17	30	39	±2	3.9	±0.1	
Army	90	±2	8	7	20	30	36	±3	3.8	±0.1	
Navy	93	±2	5	8	19	30	38	±4	3.9	±0.1	
Marine Corps	93	±3	8	7	17	31	36	±5	3.8	±0.2	
Air Force	94	±2	5	4	12	31	48	±3	4.1	±0.1	
Enlisted	91	±2	8	7	19	29	36	±2	3.8	±0.1	
E1 – E4	91	±2	10	9	23	27	31	±4	3.6	±0.1	
E5 – E9	92	±2	6	6	17	32	40	±3	3.9	±0.1	
Officers	95	±2	3	2	9	33	53	±4	4.3	±0.1	
O1 – O3	94	±3	4	3	11	37	45	±5	4.2	±0.1	
O4 – O6	97	±2	2	1	6	28	63	±5	4.5	±0.1	
BLACK	90	±2	10	12	26	25	27	±3	3.5	±0.1	
Army	89	±3	11	14	26	23	26	±5	3.4	±0.2	
Navy	91	±3	10	11	28	26	24	±4	3.4	±0.2	
Marine Corps	83	±5	10	10	28	23	29	±5	3.5	±0.2	
Air Force	94	±2	7	9	25	27	32	±4	3.7	±0.1	
Enlisted	90	±2	11	12	27	24	27	±3	3.4	±0.1	
E1 – E4	87	±4	18	12	30	18	22	±5	3.1	±0.2	
E5 – E9	91	±2	6	12	25	27	30	±3	3.6	±0.1	
Officers	92	±2	4	10	21	35	30	±4	3.8	±0.1	
O1 – O3	89	±4	4	9	24	32	30	±5	3.8	±0.2	
O4 – O6	95	±2	4	8	21	34	33	±7	3.8	±0.1	
HISPANIC	89	±2	10	9	24	24	34	±3	3.6	±0.1	
Army	86	±4	9	12	24	23	32	±5	3.6	±0.2	
Navy	90	±3	11	7	25	26	31	±5	3.6	±0.2	
Marine Corps	87	±5	10	7	27	21	35	±8	3.6	±0.2	
Air Force	93	±3	9	7	19	26	38	±6	3.8	±0.2	
Enlisted	88	±2	10	10	25	23	33	±3	3.6	±0.1	
E1 – E4	86	±4	11	12	27	19	31	±5	3.5	±0.2	
E5 – E9	90	±2	10	8	23	26	34	±4	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

77b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	93	±4	5	4	15	35	41	±6	4.0	±0.2	
O1 – O3	92	±6	8	4	14	39	36	±8	3.9	±0.2	
O4 – O6	97	±2	2	3	8	33	53	±8	4.3	±0.1	
AIAN	89	±5	13	10	26	18	32	±12	3.5	±0.3	
Army	87	±10	NR	7	27	16	35	±16	3.5	±0.5	
Navy	86	±10	16	7	25	22	30	±16	3.4	±0.4	
Marine Corps	91	±6	10	NR	NR	14	22	±18	3.1	±0.6	
Air Force	96	±2	5	4	NR	NR	NR	±4	3.9	±0.4	
Enlisted	87	±6	15	12	27	18	28	±14	3.3	±0.3	
E1 – E4	87	±7	19	NR	32	14	17	±18	2.9	±0.4	
E5 – E9	87	±9	11	7	22	21	38	±10	3.7	±0.3	
Officers	99	±1	2	1	NR	NR	NR	±2	4.3	±0.5	
O1 – O3	98	±2	2	2	NR	14	NR	±14	3.6	±0.5	
O4 – O6	99	±2	1	1	3	NR	NR	±5	NR		
ASIAN	88	±3	10	11	25	24	30	±3	3.5	±0.1	
Army	87	±7	13	12	25	24	26	±7	3.4	±0.2	
Navy	89	±4	8	12	26	24	30	±6	3.6	±0.2	
Marine Corps	82	±16	15	9	23	19	35	±13	3.5	±0.3	
Air Force	91	±4	7	7	26	25	35	±7	3.7	±0.2	
Enlisted	87	±4	10	12	28	22	28	±4	3.5	±0.1	
E1 – E4	84	±7	14	13	32	22	19	±6	3.2	±0.2	
E5 – E9	89	±4	8	11	25	22	35	±5	3.6	±0.2	
Officers	94	±3	8	6	16	30	41	±8	3.9	±0.2	
O1 – O3	93	±5	10	6	19	31	35	±11	3.7	±0.3	
O4 – O6	97	±2	2	5	11	29	53	±11	4.3	±0.2	
NHPI	87	±6	7	14	24	25	29	±11	3.6	±0.3	
Army	87	±8	5	20	22	NR	26	±17	3.5	±0.4	
Navy	81	±16	15	4	27	23	31	±17	3.5	±0.4	
Marine Corps	82	±13	9	11	17	25	38	±14	3.7	±0.4	
Air Force	92	±3	7	6	NR	22	34	±10	3.7	±0.2	
Enlisted	86	±6	8	15	24	25	28	±12	3.5	±0.3	
Officers	97	±3	1	2	NR	17	NR	±18	NR		
TWO OR MORE RACES	91	±3	10	11	18	29	32	±6	3.6	±0.2	
Army	89	±7	9	18	20	25	28	±14	3.5	±0.4	
Navy	88	±6	8	13	17	34	28	±11	3.6	±0.3	
Marine Corps	93	±6	NR	6	NR	NR	22	±13	3.2	±0.6	
Air Force	95	±3	8	3	13	31	45	±10	4.0	±0.2	
Enlisted	91	±4	11	12	19	27	31	±7	3.5	±0.2	
E1 – E4	89	±6	15	15	19	23	28	±11	3.3	±0.4	
E5 – E9	93	±4	6	9	19	31	34	±8	3.8	±0.2	
Officers	90	±7	2	7	11	39	41	±13	4.1	±0.3	
O1 – O3	90	±9	1	6	10	48	34	±16	4.1	±0.3	
O4 – O6	88	±17	2	NR	NR	17	NR	±10	4.0	±0.6	
COAST GUARD	93	±2	5	5	17	31	42	±3	4.0	±0.1	
White	94	±2	5	4	16	31	44	±4	4.0	±0.1	
Black	90	±2	5	10	22	30	32	±4	3.7	±0.1	
Hispanic	90	±4	6	8	22	29	36	±5	3.8	±0.1	
Other Race/Ethnicity	92	±4	6	6	20	29	39	±7	3.9	±0.2	
Enlisted	93	±2	6	5	20	30	39	±4	3.9	±0.1	
Officers	97	±2	2	3	8	35	52	±5	4.3	±0.1	
Male	94	±2	6	4	17	31	42	±3	4.0	±0.1	
Female	92	±2	4	7	20	32	37	±3	3.9	±0.1	
Not Deployed Past 12 Months	94	±2	5	5	18	31	42	±3	4.0	±0.1	
Deployed Past 12 Months	91	±4	6	5	16	31	42	±7	4.0	±0.2	

NR: Not reportable

## 77. In your work group, to what extent...

## c. Would people be able to get away with racial/ethnic harassment and discrimination?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	45	21	18	9	8	±2	2.1	±0.1	
Army	89	±2	41	22	18	10	9	±3	2.2	±0.1	
Navy	91	±2	45	21	20	8	5	±3	2.1	±0.1	
Marine Corps	90	±3	44	22	18	8	7	±4	2.1	±0.1	
Air Force	94	±1	51	20	13	7	9	±3	2.0	±0.1	
Enlisted	90	±1	43	21	19	9	8	±2	2.2	±0.1	
E1 – E4	89	±2	41	20	22	9	8	±3	2.2	±0.1	
E5 – E9	91	±1	45	21	17	9	8	±2	2.1	±0.1	
Officers	95	±2	53	23	9	7	8	±3	1.9	±0.1	
O1 – O3	94	±2	49	26	10	8	7	±4	2.0	±0.1	
O4 – O6	96	±2	57	21	7	7	8	±4	1.9	±0.1	
Male	91	±1	46	21	17	8	8	±2	2.1	±0.1	
Female	90	±2	38	22	22	11	7	±3	2.3	±0.1	
Not Deployed Past 12 Months	92	±1	47	20	17	9	7	±2	2.1	±0.1	
Deployed Past 12 Months	90	±2	42	23	19	8	8	±3	2.2	±0.1	
WHITE	92	±1	48	21	15	8	8	±2	2.1	±0.1	
Army	90	±2	45	22	15	9	9	±4	2.2	±0.1	
Navy	92	±2	49	21	18	7	5	±4	2.0	±0.1	
Marine Corps	92	±3	44	24	16	8	8	±6	2.1	±0.2	
Air Force	94	±2	53	20	10	7	9	±3	2.0	±0.1	
Enlisted	91	±2	46	21	17	8	8	±3	2.1	±0.1	
E1 – E4	90	±2	43	21	20	8	8	±4	2.2	±0.1	
E5 – E9	92	±2	49	21	14	9	8	±3	2.1	±0.1	
Officers	95	±2	55	23	7	7	8	±4	1.9	±0.1	
O1 – O3	94	±3	51	26	8	7	7	±5	1.9	±0.2	
O4 – O6	96	±2	59	20	6	6	9	±5	1.9	±0.2	
BLACK	90	±2	39	20	24	10	7	±3	2.3	±0.1	
Army	89	±3	38	20	24	11	7	±5	2.3	±0.2	
Navy	91	±3	38	20	27	9	5	±5	2.2	±0.1	
Marine Corps	84	±5	38	21	24	11	6	±5	2.3	±0.2	
Air Force	94	±2	43	20	21	9	7	±4	2.2	±0.1	
Enlisted	90	±2	39	20	25	10	7	±3	2.3	±0.1	
E1 – E4	87	±4	38	16	28	10	9	±6	2.3	±0.2	
E5 – E9	91	±2	39	22	23	10	6	±3	2.2	±0.1	
Officers	92	±2	39	26	19	11	5	±4	2.2	±0.1	
O1 – O3	89	±4	39	24	21	10	6	±5	2.2	±0.2	
O4 – O6	94	±2	39	26	18	10	6	±7	2.2	±0.2	
HISPANIC	89	±2	43	20	21	9	7	±3	2.2	±0.1	
Army	87	±3	38	20	22	12	9	±5	2.3	±0.2	
Navy	90	±3	44	25	20	5	6	±6	2.0	±0.2	
Marine Corps	87	±5	44	17	25	7	6	±8	2.1	±0.2	
Air Force	93	±3	50	19	16	7	7	±6	2.0	±0.2	
Enlisted	88	±2	42	20	22	9	7	±3	2.2	±0.1	
E1 – E4	86	±4	40	20	26	9	6	±6	2.2	±0.2	
E5 – E9	90	±2	44	20	19	8	8	±4	2.2	±0.1	

Note. Percent responding are active duty members who answered the question.

77c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	93	±4	50	24	11	8	7	±6	2.0	±0.2	
O1 – O3	92	±6	52	20	12	10	6	±8	2.0	±0.2	
O4 – O6	97	±2	52	27	5	8	7	±9	1.9	±0.2	
AIAN	89	±5	44	19	20	8	9	±10	2.2	±0.3	
Army	87	±10	42	20	18	9	NR	±16	2.3	±0.5	
Navy	86	±10	36	25	23	9	8	±15	2.3	±0.3	
Marine Corps	92	±5	NR	8	NR	7	4	±11	2.0	±0.6	
Air Force	97	±2	NR	21	NR	4	5	±18	1.9	±0.4	
Enlisted	87	±6	40	21	21	9	10	±10	2.3	±0.3	
E1 – E4	87	±7	35	19	23	11	NR	±18	2.5	±0.5	
E5 – E9	87	±9	45	23	18	7	8	±10	2.1	±0.2	
Officers	99	±1	NR	8	NR	2	3	±7	1.6	±0.5	
O1 – O3	98	±2	NR	13	NR	2	5	±12	2.4	±0.5	
O4 – O6	99	±2	90	5	2	1	1	±14	1.2	±0.2	
ASIAN	89	±3	40	19	25	10	7	±4	2.2	±0.1	
Army	87	±7	33	21	26	13	8	±7	2.4	±0.2	
Navy	91	±4	41	18	26	10	5	±5	2.2	±0.2	
Marine Corps	82	±16	47	19	21	7	6	±10	2.0	±0.3	
Air Force	91	±4	43	19	23	6	8	±7	2.2	±0.2	
Enlisted	87	±4	37	19	27	10	7	±4	2.3	±0.1	
E1 – E4	84	±7	27	19	33	13	7	±6	2.5	±0.2	
E5 – E9	90	±3	44	19	23	8	6	±5	2.1	±0.2	
Officers	96	±2	51	22	13	8	7	±7	2.0	±0.2	
O1 – O3	96	±2	47	22	15	9	7	±10	2.1	±0.3	
O4 – O6	97	±2	58	20	11	5	6	±10	1.8	±0.2	
NHPI	87	±6	34	18	27	9	11	±11	2.4	±0.3	
Army	87	±8	30	18	30	NR	12	±17	2.6	±0.4	
Navy	81	±16	41	11	24	12	NR	±12	2.4	±0.5	
Marine Corps	81	±13	36	33	12	4	NR	±11	2.3	±0.5	
Air Force	92	±3	45	15	NR	5	6	±12	2.1	±0.3	
Enlisted	86	±6	35	18	27	9	10	±11	2.4	±0.3	
Officers	97	±3	NR	10	NR	5	NR	±15	NR		
TWO OR MORE RACES	91	±3	39	26	14	10	10	±7	2.2	±0.2	
Army	89	±7	25	34	15	12	14	±14	2.6	±0.4	
Navy	88	±6	42	23	16	12	7	±10	2.2	±0.3	
Marine Corps	93	±6	NR	NR	NR	9	NR	±13	2.3	±0.6	
Air Force	95	±3	58	18	12	7	6	±9	1.9	±0.3	
Enlisted	91	±4	39	25	15	11	11	±7	2.3	±0.2	
E1 – E4	89	±6	38	23	16	8	15	±11	2.4	±0.4	
E5 – E9	93	±4	41	26	13	14	5	±8	2.2	±0.2	
Officers	90	±7	41	39	12	5	3	±14	1.9	±0.2	
O1 – O3	90	±9	42	34	15	6	3	±17	1.9	±0.3	
O4 – O6	88	±17	NR	NR	6	3	5	±6	1.8	±0.3	
COAST GUARD	93	±2	47	23	16	8	6	±3	2.0	±0.1	
White	94	±2	47	23	15	8	6	±4	2.0	±0.1	
Black	90	±2	39	24	21	9	6	±4	2.2	±0.1	
Hispanic	90	±4	44	22	22	7	6	±5	2.1	±0.1	
Other Race/Ethnicity	92	±4	48	24	18	6	5	±7	2.0	±0.2	
Enlisted	92	±2	46	22	19	8	6	±4	2.1	±0.1	
Officers	97	±2	51	30	7	7	5	±4	1.9	±0.1	
Male	94	±2	47	23	16	8	6	±3	2.0	±0.1	
Female	92	±2	41	28	17	8	5	±3	2.1	±0.1	
Not Deployed Past 12 Months	94	±2	48	23	16	8	6	±3	2.0	±0.1	
Deployed Past 12 Months	91	±4	42	25	18	9	6	±6	2.1	±0.2	

NR: Not reportable

## 77. In your work group, to what extent...

## d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	11	9	22	25	34	±2	3.6	±0.1	
Army	90	±2	11	8	21	25	34	±3	3.6	±0.1	
Navy	91	±2	11	10	26	25	28	±3	3.5	±0.1	
Marine Corps	90	±3	11	9	24	22	35	±4	3.6	±0.1	
Air Force	94	±1	9	8	19	26	38	±3	3.7	±0.1	
Enlisted	90	±1	12	9	24	23	32	±2	3.5	±0.1	
E1 – E4	89	±2	15	11	28	19	27	±3	3.3	±0.1	
E5 – E9	92	±1	9	8	20	26	37	±2	3.7	±0.1	
Officers	95	±2	6	5	14	33	42	±3	4.0	±0.1	
O1 – O3	93	±2	7	6	16	35	38	±4	3.9	±0.1	
O4 – O6	96	±2	4	5	12	32	47	±4	4.1	±0.1	
Male	91	±1	11	8	21	25	35	±2	3.6	±0.1	
Female	90	±2	11	12	26	25	27	±3	3.4	±0.1	
Not Deployed Past 12 Months	92	±1	10	8	21	25	35	±2	3.7	±0.1	
Deployed Past 12 Months	90	±2	12	9	23	24	32	±2	3.6	±0.1	
WHITE	92	±1	9	7	20	27	37	±2	3.7	±0.1	
Army	90	±2	11	7	19	27	37	±3	3.7	±0.1	
Navy	92	±2	9	9	22	28	32	±4	3.7	±0.1	
Marine Corps	93	±3	9	8	23	23	38	±6	3.7	±0.2	
Air Force	94	±2	9	7	16	27	41	±3	3.8	±0.1	
Enlisted	91	±2	11	8	21	25	35	±2	3.7	±0.1	
E1 – E4	90	±2	14	10	26	21	29	±4	3.4	±0.1	
E5 – E9	92	±2	8	6	17	28	40	±3	3.9	±0.1	
Officers	95	±2	5	4	13	34	44	±4	4.1	±0.1	
O1 – O3	94	±3	6	5	14	36	40	±5	4.0	±0.2	
O4 – O6	97	±2	4	4	11	33	49	±5	4.2	±0.1	
BLACK	90	±2	12	12	27	22	27	±3	3.4	±0.1	
Army	89	±3	11	12	25	22	30	±5	3.5	±0.2	
Navy	91	±3	16	11	31	21	21	±4	3.2	±0.2	
Marine Corps	84	±5	12	12	27	19	28	±5	3.4	±0.2	
Air Force	94	±2	11	11	25	24	29	±4	3.5	±0.2	
Enlisted	90	±2	13	12	27	21	27	±3	3.4	±0.1	
E1 – E4	87	±4	20	13	32	17	18	±5	3.0	±0.2	
E5 – E9	91	±2	8	11	24	23	33	±3	3.6	±0.1	
Officers	92	±2	9	8	22	30	30	±4	3.6	±0.1	
O1 – O3	89	±4	9	8	23	33	28	±6	3.6	±0.2	
O4 – O6	95	±2	7	9	22	25	37	±7	3.8	±0.2	
HISPANIC	89	±2	14	8	26	21	30	±3	3.4	±0.1	
Army	87	±3	13	9	26	21	31	±5	3.5	±0.2	
Navy	90	±3	14	8	30	23	25	±6	3.4	±0.2	
Marine Corps	87	±5	19	6	27	20	28	±7	3.3	±0.2	
Air Force	94	±3	11	10	23	22	35	±6	3.6	±0.2	
Enlisted	88	±2	15	9	27	20	29	±3	3.4	±0.1	
E1 – E4	86	±4	17	10	31	17	25	±5	3.2	±0.2	
E5 – E9	91	±2	13	7	24	23	33	±3	3.5	±0.1	

Note. Percent responding are active duty members who answered the question.

77d. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	92	±4	6	6	18	34	37	±6	3.9	±0.2	
O1 – O3	92	±6	8	7	20	33	32	±8	3.7	±0.2	
O4 – O6	97	±2	3	6	11	33	47	±8	4.1	±0.2	
AIAN	89	±5	16	14	21	18	32	±12	3.4	±0.3	
Army	87	±10	NR	10	23	15	31	±16	3.2	±0.6	
Navy	86	±10	11	15	23	13	38	±17	3.5	±0.4	
Marine Corps	92	±5	15	NR	19	NR	20	±17	3.0	±0.6	
Air Force	97	±2	9	5	13	NR	NR	±7	3.9	±0.4	
Enlisted	87	±6	18	14	23	18	27	±13	3.2	±0.4	
E1 – E4	88	±7	NR	NR	24	15	14	±12	2.7	±0.5	
E5 – E9	87	±9	11	7	21	21	41	±10	3.8	±0.3	
Officers	99	±1	3	NR	NR	NR	NR	±4	4.2	±0.6	
O1 – O3	98	±2	5	NR	NR	13	NR	±12	NR		
O4 – O6	99	±2	2	1	3	NR	NR	±6	4.6	±0.4	
ASIAN	89	±3	13	11	31	19	26	±3	3.3	±0.1	
Army	88	±7	14	9	30	21	27	±7	3.4	±0.2	
Navy	91	±4	13	12	33	19	23	±5	3.3	±0.2	
Marine Corps	82	±16	17	12	26	16	30	±14	3.3	±0.3	
Air Force	91	±4	12	13	30	17	28	±7	3.4	±0.2	
Enlisted	88	±4	14	11	32	18	24	±4	3.3	±0.1	
E1 – E4	85	±7	16	11	41	16	16	±6	3.0	±0.2	
E5 – E9	90	±3	13	11	27	19	30	±5	3.4	±0.2	
Officers	96	±2	9	11	23	23	35	±8	3.6	±0.2	
O1 – O3	96	±2	10	14	21	20	35	±11	3.6	±0.3	
O4 – O6	97	±2	5	7	28	27	33	±14	3.8	±0.2	
NHPI	86	±6	16	12	26	20	26	±10	3.3	±0.3	
Army	87	±8	14	13	24	21	28	±18	3.4	±0.5	
Navy	82	±16	26	NR	25	21	19	±14	3.0	±0.4	
Marine Corps	81	±13	17	NR	21	15	28	±10	3.2	±0.4	
Air Force	92	±3	12	6	36	19	27	±16	3.4	±0.2	
Enlisted	86	±6	16	12	26	21	25	±11	3.3	±0.3	
Officers	97	±3	4	NR	NR	12	NR	±14	NR		
TWO OR MORE RACES	91	±3	11	13	21	24	31	±6	3.5	±0.2	
Army	89	±7	12	16	15	26	31	±13	3.5	±0.4	
Navy	88	±6	14	12	27	25	22	±10	3.3	±0.3	
Marine Corps	94	±5	6	NR	NR	22	23	±18	3.3	±0.5	
Air Force	95	±3	11	5	21	21	42	±10	3.8	±0.3	
Enlisted	91	±4	12	14	21	22	31	±7	3.5	±0.2	
E1 – E4	89	±6	14	18	23	16	29	±12	3.3	±0.4	
E5 – E9	93	±4	10	9	19	28	34	±9	3.7	±0.3	
Officers	90	±7	7	8	19	39	27	±13	3.7	±0.3	
O1 – O3	90	±9	7	6	20	42	25	±16	3.7	±0.4	
O4 – O6	88	±17	4	NR	NR	NR	24	±13	3.6	±0.4	
COAST GUARD	93	±2	8	6	22	30	34	±3	3.8	±0.1	
White	94	±2	7	5	21	31	35	±4	3.8	±0.1	
Black	91	±2	9	11	23	26	31	±4	3.6	±0.1	
Hispanic	90	±4	11	9	26	25	29	±4	3.5	±0.1	
Other Race/Ethnicity	91	±4	9	10	25	26	30	±7	3.6	±0.2	
Enlisted	92	±2	9	7	24	28	32	±4	3.7	±0.1	
Officers	97	±2	3	4	15	36	42	±5	4.1	±0.1	
Male	94	±2	8	6	22	30	34	±3	3.8	±0.1	
Female	92	±2	7	10	24	27	33	±3	3.7	±0.1	
Not Deployed Past 12 Months	94	±2	7	6	22	30	34	±3	3.8	±0.1	
Deployed Past 12 Months	91	±4	9	7	22	29	33	±6	3.7	±0.2	

NR: Not reportable

## 77. In your work group, to what extent...

## e. Are reporting procedures related to racial/ethnic harassment and discrimination publicized?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	91	±1	12	11	24	23	29	±2	3.5	±0.1	
Army	89	±2	13	10	23	24	30	±2	3.5	±0.1	
Navy	91	±2	12	12	30	23	24	±3	3.4	±0.1	
Marine Corps	90	±3	13	12	25	22	28	±4	3.4	±0.1	
Air Force	94	±1	10	10	21	24	34	±3	3.6	±0.1	
Enlisted	90	±1	13	11	26	22	28	±2	3.4	±0.1	
E1 – E4	88	±2	17	13	30	17	22	±3	3.1	±0.1	
E5 – E9	91	±1	11	10	22	25	32	±2	3.6	±0.1	
Officers	94	±2	5	7	19	32	37	±3	3.9	±0.1	
O1 – O3	93	±2	6	8	21	32	33	±4	3.8	±0.1	
O4 – O6	96	±2	4	7	16	32	41	±4	4.0	±0.1	
Male	91	±1	12	10	24	23	30	±2	3.5	±0.1	
Female	90	±2	13	14	27	23	23	±3	3.3	±0.1	
Not Deployed Past 12 Months	91	±1	12	11	24	24	30	±2	3.5	±0.1	
Deployed Past 12 Months	90	±2	13	11	25	23	29	±2	3.4	±0.1	
WHITE	92	±1	11	9	22	26	32	±2	3.6	±0.1	
Army	90	±2	12	8	22	26	33	±3	3.6	±0.1	
Navy	92	±2	10	11	28	25	27	±4	3.5	±0.1	
Marine Corps	92	±3	11	11	23	25	30	±5	3.5	±0.2	
Air Force	94	±2	10	9	19	26	36	±3	3.7	±0.1	
Enlisted	91	±2	12	10	24	24	30	±2	3.5	±0.1	
E1 – E4	90	±2	16	12	28	20	25	±4	3.3	±0.1	
E5 – E9	92	±2	9	8	20	28	35	±3	3.7	±0.1	
Officers	95	±2	5	6	17	33	39	±4	3.9	±0.1	
O1 – O3	94	±3	5	7	20	34	35	±5	3.9	±0.2	
O4 – O6	96	±2	4	6	15	33	43	±5	4.0	±0.1	
BLACK	89	±2	14	14	28	19	26	±3	3.3	±0.1	
Army	88	±3	13	14	26	19	29	±5	3.4	±0.2	
Navy	90	±3	17	14	32	18	19	±5	3.1	±0.2	
Marine Corps	84	±5	14	14	30	16	25	±5	3.2	±0.2	
Air Force	94	±2	11	14	27	21	27	±4	3.4	±0.2	
Enlisted	89	±2	15	14	28	18	25	±3	3.3	±0.1	
E1 – E4	87	±4	22	15	34	12	17	±6	2.9	±0.2	
E5 – E9	90	±2	10	14	25	21	30	±3	3.5	±0.1	
Officers	92	±2	8	13	23	28	28	±4	3.5	±0.1	
O1 – O3	89	±4	10	13	23	28	26	±5	3.5	±0.2	
O4 – O6	95	±2	6	12	24	25	32	±7	3.7	±0.2	
HISPANIC	88	±2	16	13	28	19	25	±3	3.3	±0.1	
Army	87	±4	16	12	25	20	26	±4	3.3	±0.2	
Navy	89	±3	16	11	33	20	21	±5	3.2	±0.2	
Marine Corps	87	±5	19	14	28	15	24	±8	3.1	±0.2	
Air Force	93	±3	11	14	25	20	30	±6	3.4	±0.2	
Enlisted	88	±2	16	13	28	17	25	±3	3.2	±0.1	
E1 – E4	85	±4	18	17	31	12	21	±5	3.0	±0.2	
E5 – E9	90	±2	15	10	26	22	28	±3	3.4	±0.1	

Note. Percent responding are active duty members who answered the question.

77e. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	92	±4	8	7	20	34	31	±6	3.7	±0.2	
O1 – O3	92	±6	9	8	22	34	26	±9	3.6	±0.2	
O4 – O6	97	±2	5	7	15	32	42	±8	4.0	±0.2	
AIAN	88	±5	17	14	25	17	26	±12	3.2	±0.4	
Army	87	±10	16	17	27	12	28	±17	3.2	±0.5	
Navy	85	±10	11	17	23	22	27	±17	3.4	±0.3	
Marine Corps	91	±6	NR	10	16	NR	19	±17	NR		
Air Force	96	±3	9	5	NR	21	NR	±18	3.6	±0.4	
Enlisted	87	±6	20	15	26	18	22	±14	3.1	±0.4	
E1 – E4	87	±7	NR	20	24	16	11	±17	2.6	±0.5	
E5 – E9	86	±9	9	9	29	20	33	±11	3.6	±0.2	
Officers	99	±1	4	NR	NR	14	NR	±15	NR		
O1 – O3	98	±2	6	NR	NR	13	NR	±12	NR		
O4 – O6	99	±2	2	1	NR	NR	NR	±4	NR		
ASIAN	89	±3	13	12	33	19	22	±3	3.2	±0.1	
Army	88	±7	15	9	34	20	21	±6	3.2	±0.2	
Navy	90	±4	11	13	36	19	20	±5	3.2	±0.2	
Marine Corps	82	±16	18	14	26	15	28	±14	3.2	±0.4	
Air Force	91	±4	13	14	31	18	25	±8	3.3	±0.2	
Enlisted	87	±4	14	13	34	18	21	±4	3.2	±0.1	
E1 – E4	84	±7	17	12	42	15	14	±6	3.0	±0.2	
E5 – E9	90	±3	13	13	29	20	26	±5	3.3	±0.2	
Officers	95	±2	9	11	28	23	28	±8	3.5	±0.2	
O1 – O3	95	±2	11	13	27	21	27	±12	3.4	±0.3	
O4 – O6	97	±2	5	9	33	24	28	±14	3.6	±0.3	
NHPI	87	±6	10	20	28	20	22	±13	3.3	±0.3	
Army	87	±8	4	NR	26	21	24	±16	3.4	±0.4	
Navy	81	±16	24	15	25	19	17	±16	2.9	±0.4	
Marine Corps	82	±13	19	22	23	13	23	±18	3.0	±0.3	
Air Force	92	±3	12	7	40	21	20	±15	3.3	±0.2	
Enlisted	86	±6	10	20	28	21	21	±13	3.2	±0.3	
Officers	97	±3	4	NR	NR	14	NR	±15	NR		
TWO OR MORE RACES	91	±3	13	16	24	22	25	±6	3.3	±0.2	
Army	89	±7	11	20	16	25	28	±14	3.4	±0.4	
Navy	88	±6	15	13	30	25	17	±10	3.2	±0.3	
Marine Corps	93	±6	10	NR	NR	22	13	±18	3.0	±0.4	
Air Force	95	±3	14	9	26	15	36	±10	3.5	±0.3	
Enlisted	91	±4	14	16	24	21	25	±7	3.3	±0.2	
E1 – E4	89	±6	14	19	29	17	20	±12	3.1	±0.3	
E5 – E9	93	±4	13	13	19	25	30	±8	3.4	±0.3	
Officers	90	±7	6	13	22	30	28	±14	3.6	±0.4	
O1 – O3	90	±9	7	NR	19	32	27	±17	3.6	±0.5	
O4 – O6	88	±17	4	NR	NR	NR	19	±11	3.4	±0.4	
COAST GUARD	93	±2	9	9	28	28	26	±3	3.5	±0.1	
White	94	±2	8	8	27	30	27	±4	3.6	±0.1	
Black	91	±2	11	17	31	18	22	±4	3.2	±0.1	
Hispanic	90	±4	13	12	32	20	23	±4	3.3	±0.1	
Other Race/Ethnicity	90	±5	10	10	31	28	21	±7	3.4	±0.2	
Enlisted	92	±2	10	9	30	26	25	±3	3.5	±0.1	
Officers	97	±2	3	7	22	36	32	±4	3.9	±0.1	
Male	93	±2	9	8	28	29	26	±3	3.6	±0.1	
Female	92	±2	10	14	29	23	24	±3	3.4	±0.1	
Not Deployed Past 12 Months	94	±2	8	9	28	28	26	±3	3.6	±0.1	
Deployed Past 12 Months	90	±4	10	9	27	27	26	±6	3.5	±0.2	

NR: Not reportable



**78. How well are racial/ethnic harassment and discrimination reporting procedures publicized at your installation/ship?**

a. Would you know how to report experiences of racial/ethnic harassment?

b. Would you know how to report experiences of racial/ethnic discrimination?

c. Is the availability of reporting hotlines publicized enough?














































	Percent Responding		Percentages			Max ME
			a	b	c	
<b>TOTAL DOD</b>	91	±1	91	91	79	±2
Army	90	±2	91	91	78	±2
Navy	92	±2	89	89	74	±2
Marine Corps	91	±3	91	91	78	±4
Air Force	94	±1	93	93	83	±2
Enlisted	91	±1	90	90	78	±2
E1 – E4	89	±2	86	86	74	±3
E5 – E9	92	±1	93	93	81	±2
Officers	95	±2	94	95	83	±2
O1 – O3	94	±2	91	93	81	±4
O4 – O6	97	±2	97	97	84	±3
Male	92	±1	92	91	80	±2
Female	90	±2	87	87	69	±3
Not Deployed Past 12 Months	92	±1	91	91	79	±2
Deployed Past 12 Months	90	±2	90	90	78	±2
<b>WHITE</b>	93	±1	91	91	82	±2
Army	91	±2	91	91	82	±3
Navy	93	±2	90	90	78	±3
Marine Corps	93	±3	91	91	81	±5
Air Force	95	±2	94	94	86	±3
Enlisted	92	±2	91	90	81	±2
E1 – E4	91	±2	87	87	77	±3
E5 – E9	93	±2	94	94	85	±2
Officers	96	±2	94	95	85	±3
O1 – O3	94	±3	92	93	83	±4
O4 – O6	97	±2	97	97	86	±4
<b>BLACK</b>	90	±2	90	90	72	±3
Army	89	±3	92	91	73	±5
Navy	91	±3	87	87	69	±4
Marine Corps	84	±5	89	90	71	±5
Air Force	94	±2	91	92	74	±4
Enlisted	90	±2	90	90	71	±3
E1 – E4	87	±4	83	83	65	±6
E5 – E9	92	±2	94	93	75	±3
Officers	93	±2	95	95	75	±4
O1 – O3	90	±4	92	92	73	±5
O4 – O6	96	±2	97	97	72	±5
<b>HISPANIC</b>	89	±2	90	90	74	±3
Army	87	±3	89	89	74	±5
Navy	90	±3	88	88	70	±5
Marine Corps	88	±4	93	93	75	±8
Air Force	93	±3	92	92	79	±5
Enlisted	89	±2	90	90	74	±3
E1 – E4	86	±4	86	86	70	±5
E5 – E9	91	±2	93	93	77	±3

Note. Percent responding are active duty members who answered the question.






















































78. Continued	Percent Responding		Percentages			Max ME
			a	b	c	
Officers	93	±4	94	94	76	±6
O1 – O3	93	±6	90	91	75	±8
O4 – O6	98	±2	97	96	84	±4
AIAN	89	±5	81	83	69	±12
Army	87	±10	82	83	71	±17
Navy	87	±10	86	91	72	±14
Marine Corps	92	±5	NR	NR	NR	
Air Force	96	±3	NR	95	NR	±3
Enlisted	88	±6	77	80	66	±14
E1 – E4	88	±7	NR	NR	NR	
E5 – E9	88	±9	89	93	75	±10
Officers	99	±1	98	98	NR	±2
O1 – O3	98	±2	98	97	NR	±4
O4 – O6	99	±2	99	99	96	±6
ASIAN	90	±3	88	89	73	±3
Army	89	±7	87	87	74	±5
Navy	91	±4	88	89	71	±6
Marine Corps	82	±16	90	90	77	±6
Air Force	92	±3	90	90	76	±7
Enlisted	88	±4	88	88	73	±4
E1 – E4	85	±7	83	84	70	±6
E5 – E9	91	±3	90	90	76	±5
Officers	96	±2	92	93	73	±6
O1 – O3	96	±2	91	91	71	±9
O4 – O6	97	±2	95	95	76	±9
NHPI	87	±6	92	91	73	±10
Army	88	±8	94	93	73	±17
Navy	81	±16	85	86	61	±13
Marine Corps	81	±13	NR	NR	72	±16
Air Force	93	±3	93	93	85	±5
Enlisted	86	±6	91	91	73	±11
Officers	97	±3	99	99	NR	±3
TWO OR MORE RACES	91	±3	89	89	73	±6
Army	90	±7	89	90	73	±13
Navy	88	±6	87	84	71	±11
Marine Corps	94	±5	NR	NR	NR	
Air Force	95	±3	93	93	79	±8
Enlisted	91	±4	89	88	74	±7
E1 – E4	89	±6	85	83	75	±11
E5 – E9	94	±4	93	94	72	±9
Officers	91	±7	89	93	67	±14
O1 – O3	91	±8	NR	91	65	±16
O4 – O6	88	±17	97	97	NR	±4
COAST GUARD	94	±2	93	93	79	±3
White	95	±2	94	94	83	±3
Black	91	±2	94	93	62	±4
Hispanic	91	±4	91	92	71	±4
Other Race/Ethnicity	93	±4	91	90	74	±6
Enlisted	93	±2	92	92	79	±3
Officers	97	±2	97	98	80	±4
Male	94	±2	94	94	81	±3
Female	92	±2	91	91	68	±3
Not Deployed Past 12 Months	95	±2	94	94	80	±3
Deployed Past 12 Months	92	±4	91	92	76	±6

NR: Not reportable

**79. Have you had any training from military sources during the past 12 months on topics related to racial/ethnic harassment and discrimination?**

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
<b>TOTAL DOD</b>	92	±1	84	±1	
Army	90	±2	88	±2	
Navy	92	±2	82	±2	
Marine Corps	91	±3	85	±3	
Air Force	95	±1	80	±2	
Enlisted	91	±1	84	±2	
E1 – E4	89	±2	82	±2	
E5 – E9	92	±1	86	±2	
Officers	96	±1	86	±2	
O1 – O3	94	±2	85	±3	
O4 – O6	97	±2	86	±3	
Male	92	±1	85	±1	
Female	91	±2	80	±3	
Not Deployed Past 12 Months	92	±1	84	±2	
Deployed Past 12 Months	91	±2	85	±2	
<b>WHITE</b>	93	±1	87	±2	
Army	91	±2	91	±2	
Navy	93	±2	85	±3	
Marine Corps	93	±3	88	±5	
Air Force	95	±2	83	±3	
Enlisted	92	±2	87	±2	
E1 – E4	91	±2	85	±3	
E5 – E9	93	±2	89	±2	
Officers	96	±2	87	±3	
O1 – O3	95	±3	86	±4	
O4 – O6	98	±2	87	±4	
<b>BLACK</b>	90	±2	79	±3	
Army	89	±3	85	±4	
Navy	91	±3	76	±4	
Marine Corps	85	±5	79	±5	
Air Force	94	±2	73	±4	
Enlisted	90	±2	79	±3	
E1 – E4	87	±4	75	±5	
E5 – E9	92	±2	82	±3	
Officers	93	±3	79	±4	
O1 – O3	90	±4	77	±5	
O4 – O6	96	±2	80	±4	
<b>HISPANIC</b>	89	±2	80	±3	
Army	87	±3	85	±4	
Navy	90	±3	78	±5	
Marine Corps	88	±4	81	±6	
Air Force	93	±3	73	±6	
Enlisted	89	±2	80	±3	
E1 – E4	87	±4	78	±5	
E5 – E9	91	±2	82	±3	

Note. Percent responding are active duty members who answered the question.

79. Continued	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
Officers	93	±4	80	±6	
O1 – O3	93	±6	79	±8	
O4 – O6	98	±2	84	±4	
AIAN	89	±5	84	±8	
Army	87	±10	81	±17	
Navy	87	±10	88	±7	
Marine Corps	92	±5	83	±14	
Air Force	96	±3	87	±7	
Enlisted	88	±6	82	±9	
E1 – E4	87	±7	74	±16	
E5 – E9	88	±9	90	±4	
Officers	99	±1	94	±5	
O1 – O3	98	±2	91	±11	
O4 – O6	99	±2	97	±6	
ASIAN	90	±3	79	±3	
Army	89	±7	84	±5	
Navy	91	±4	81	±4	
Marine Corps	82	±16	81	±5	
Air Force	92	±3	70	±7	
Enlisted	88	±4	79	±3	
E1 – E4	85	±7	75	±5	
E5 – E9	91	±3	82	±4	
Officers	96	±2	81	±6	
O1 – O3	96	±2	81	±8	
O4 – O6	97	±2	81	±9	
NHPI	87	±6	84	±7	
Army	88	±8	88	±12	
Navy	82	±16	76	±15	
Marine Corps	81	±13	70	±16	
Air Force	94	±3	84	±6	
Enlisted	87	±6	84	±7	
Officers	97	±3	94	±8	
TWO OR MORE RACES	92	±3	81	±6	
Army	90	±7	85	±13	
Navy	90	±5	79	±10	
Marine Corps	96	±3	NR		
Air Force	95	±3	82	±8	
Enlisted	92	±4	80	±7	
E1 – E4	91	±6	78	±11	
E5 – E9	94	±3	83	±8	
Officers	91	±7	88	±8	
O1 – O3	91	±8	86	±11	
O4 – O6	88	±17	90	±7	
COAST GUARD	94	±2	90	±2	
White	95	±2	92	±3	
Black	91	±2	83	±3	
Hispanic	91	±4	87	±3	
Other Race/Ethnicity	94	±4	85	±6	
Enlisted	94	±2	90	±2	
Officers	98	±2	92	±2	
Male	95	±2	91	±2	
Female	93	±2	85	±2	
Not Deployed Past 12 Months	95	±2	91	±2	
Deployed Past 12 Months	92	±4	88	±5	

NR: Not reportable

**80. In the past 12 months, how many times have you had training from military sources on topics related to racial/ethnic harassment and discrimination?**

 1. Not trained  
 4. Trained three times

 2. Trained once  
 5. Trained four times

 3. Trained twice  
 6. Trained five times or more

	Percent Responding		Percentages						Max ME	Average Times Trained		
			1	2	3	4	5	6				
<b>TOTAL DOD</b>	91	±1	16	20	25	14	13	12	±2	3.0	±0.1	
Army	90	±2	12	12	23	16	22	15	±2	3.4	±0.1	
Navy	91	±2	18	19	28	13	10	12	±2	2.9	±0.2	
Marine Corps	90	±3	15	15	27	15	10	18	±4	3.3	±0.2	
Air Force	94	±1	20	35	25	10	6	5	±3	2.2	±0.1	
Enlisted	90	±1	16	18	24	14	14	14	±2	3.1	±0.1	
E1 – E4	89	±2	19	14	21	15	14	19	±3	3.5	±0.2	
E5 – E9	92	±1	14	21	27	13	14	10	±2	2.8	±0.1	
Officers	95	±2	14	29	29	12	10	5	±3	2.3	±0.1	
O1 – O3	93	±2	15	26	30	13	9	7	±4	2.4	±0.2	
O4 – O6	97	±2	14	36	29	10	8	4	±4	2.1	±0.2	
Male	91	±1	15	19	25	14	14	13	±2	3.0	±0.1	
Female	90	±2	20	21	24	14	12	9	±3	2.7	±0.2	
Not Deployed Past 12 Months	92	±1	16	21	26	13	13	12	±2	2.9	±0.1	
Deployed Past 12 Months	90	±2	15	18	24	15	15	13	±2	3.1	±0.1	
<b>WHITE</b>	92	±1	13	20	26	14	14	13	±2	3.0	±0.1	
Army	91	±2	9	11	23	16	23	17	±3	3.5	±0.2	
Navy	93	±2	16	19	28	14	10	13	±3	2.9	±0.2	
Marine Corps	92	±3	12	14	28	16	12	18	±5	3.3	±0.3	
Air Force	94	±2	17	35	26	10	7	5	±3	2.2	±0.2	
Enlisted	91	±2	13	17	25	14	15	15	±2	3.2	±0.1	
E1 – E4	90	±2	16	13	20	16	16	20	±3	3.6	±0.2	
E5 – E9	92	±2	11	21	29	13	15	11	±3	2.8	±0.1	
Officers	96	±2	13	29	30	12	11	6	±3	2.3	±0.1	
O1 – O3	94	±3	14	25	31	13	9	7	±5	2.4	±0.2	
O4 – O6	97	±2	13	35	30	10	8	4	±5	2.1	±0.2	
<b>BLACK</b>	89	±2	21	20	23	14	13	10	±3	2.9	±0.2	
Army	88	±3	16	14	21	17	20	12	±4	3.2	±0.2	
Navy	90	±3	25	19	26	12	8	10	±4	2.7	±0.2	
Marine Corps	83	±5	21	19	25	13	8	14	±5	3.1	±0.3	
Air Force	93	±2	27	35	20	8	4	6	±4	2.1	±0.2	
Enlisted	89	±2	21	19	22	14	13	11	±3	2.9	±0.2	
E1 – E4	87	±4	26	17	20	14	10	14	±5	3.1	±0.3	
E5 – E9	90	±2	18	21	24	13	14	9	±3	2.8	±0.2	
Officers	92	±3	21	28	24	13	10	3	±4	2.2	±0.2	
O1 – O3	89	±4	23	24	26	12	12	4	±5	2.3	±0.2	
O4 – O6	96	±2	20	36	22	12	6	2	±8	2.0	±0.2	
<b>HISPANIC</b>	89	±2	20	19	25	13	12	11	±3	2.9	±0.2	
Army	87	±4	15	14	24	17	21	10	±4	3.1	±0.2	
Navy	89	±3	22	20	25	13	9	10	±5	2.8	±0.3	
Marine Corps	88	±4	19	15	25	12	9	20	±8	3.3	±0.4	
Air Force	93	±3	27	31	26	7	2	7	±6	2.2	±0.4	
Enlisted	88	±2	20	18	24	13	13	12	±3	3.0	±0.2	
E1 – E4	86	±4	22	14	23	13	11	17	±6	3.3	±0.3	
E5 – E9	91	±2	18	21	25	14	14	7	±3	2.7	±0.2	

Note. Percent responding are active duty members who answered the question. "Not trained" includes those active duty members who indicated they had not had any military training (Q79). Average is of those who have had racial/ethnic harassment and discrimination training (Q80).

80. Continued	Percent Responding		Percentages						Max ME	Average Times Trained		
			1	2	3	4	5	6				
Officers	93	±4	20	28	28	12	8	4	±6	2.2	±0.2	
O1 – O3	93	±6	21	25	26	15	7	7	±8	2.4	±0.3	
O4 – O6	97	±2	16	35	30	9	7	2	±8	2.0	±0.3	
AIAN	85	±9	17	19	25	15	9	14	±10	3.0	±0.4	
Army	87	±10	19	NR	25	19	13	10	±17	3.0	±0.5	
Navy	86	±10	12	19	27	16	10	17	±16	3.1	±0.5	
Marine Corps	70	±31	23	10	26	10	5	NR	±18	3.8	±1.2	
Air Force	95	±3	13	NR	23	6	1	NR	±18	2.2	±0.9	
Enlisted	82	±10	20	15	23	16	11	17	±9	3.3	±0.4	
E1 – E4	78	±16	30	7	17	NR	8	20	±16	3.7	±0.6	
E5 – E9	87	±9	10	22	29	13	13	13	±11	2.9	±0.4	
Officers	99	±1	6	NR	NR	NR	4	2	±5	1.9	±0.5	
O1 – O3	98	±2	9	NR	NR	7	5	4	±11	1.9	±0.6	
O4 – O6	99	±2	3	NR	NR	3	2	1	±6	NR		
ASIAN	89	±3	21	24	26	10	9	10	±3	2.6	±0.2	
Army	88	±7	17	17	28	12	15	12	±6	3.0	±0.3	
Navy	91	±4	19	25	27	10	8	11	±6	2.6	±0.3	
Marine Corps	82	±16	19	26	25	12	7	12	±14	2.7	±0.4	
Air Force	92	±4	30	34	22	7	3	5	±7	2.0	±0.2	
Enlisted	88	±4	21	22	25	11	9	11	±4	2.8	±0.2	
E1 – E4	85	±7	26	16	23	12	7	16	±7	3.2	±0.3	
E5 – E9	90	±3	19	26	27	10	11	8	±5	2.5	±0.2	
Officers	96	±2	19	37	26	8	6	4	±8	2.1	±0.4	
O1 – O3	96	±2	19	35	28	9	5	3	±11	2.0	±0.3	
O4 – O6	97	±2	19	41	23	4	6	NR	±12	2.3	±1.0	
NHPI	87	±6	16	12	25	15	12	20	±12	3.5	±0.5	
Army	88	±8	12	4	28	NR	15	21	±17	3.8	±0.7	
Navy	80	±16	24	15	19	10	11	22	±15	3.7	±0.9	
Marine Corps	81	±13	30	7	20	10	7	26	±16	4.4	±0.7	
Air Force	93	±3	16	42	22	8	4	8	±14	2.2	±0.4	
Enlisted	86	±6	17	12	24	16	12	18	±12	3.5	±0.5	
Officers	97	±3	6	14	NR	4	3	NR	±15	NR		
TWO OR MORE RACES	91	±3	19	18	25	14	13	11	±6	3.0	±0.4	
Army	90	±7	15	10	22	19	20	14	±13	3.5	±0.6	
Navy	89	±5	22	14	30	13	9	13	±10	3.0	±0.4	
Marine Corps	90	±8	NR	11	NR	10	7	NR	±12	NR		
Air Force	95	±3	18	34	26	11	9	2	±10	2.1	±0.3	
Enlisted	91	±4	20	17	25	14	12	12	±7	3.0	±0.4	
E1 – E4	90	±6	22	13	22	15	13	15	±11	3.4	±0.7	
E5 – E9	93	±4	17	21	29	14	11	8	±8	2.6	±0.3	
Officers	91	±7	12	24	26	13	14	10	±16	2.9	±0.7	
O1 – O3	91	±8	14	20	30	14	NR	13	±17	3.0	±0.9	
O4 – O6	88	±17	10	NR	17	NR	NR	3	±10	2.3	±0.7	
COAST GUARD	94	±2	10	38	39	8	3	2	±3	1.8	±0.1	
White	95	±2	8	38	40	9	3	3	±4	1.9	±0.1	
Black	90	±2	17	45	29	7	1	2	±4	1.7	±0.1	
Hispanic	90	±4	13	41	35	6	3	2	±5	1.8	±0.2	
Other Race/Ethnicity	93	±4	15	34	41	6	2	2	±7	1.8	±0.1	
Enlisted	93	±2	11	37	40	8	3	3	±4	1.9	±0.1	
Officers	97	±2	8	44	35	9	3	1	±5	1.7	±0.1	
Male	94	±2	9	38	40	8	3	2	±4	1.8	±0.1	
Female	92	±2	15	40	32	8	3	2	±3	1.8	±0.2	
Not Deployed Past 12 Months	94	±2	9	40	39	7	3	2	±3	1.8	±0.1	
Deployed Past 12 Months	92	±4	12	32	39	11	3	4	±7	2.0	±0.2	

NR: Not reportable

**81. The training I have received...****a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	75	±2	1	1	13	39	46	±2	4.3	±0.1	
Army	77	±2	1	1	12	37	48	±3	4.3	±0.1	
Navy	74	±2	1	1	16	44	39	±3	4.2	±0.1	
Marine Corps	75	±3	1	1	13	42	43	±5	4.3	±0.1	
Air Force	74	±2	0	1	11	35	52	±3	4.4	±0.1	
Enlisted	74	±2	1	1	14	38	46	±2	4.3	±0.1	
E1 – E4	71	±2	1	1	16	35	46	±3	4.2	±0.1	
E5 – E9	77	±2	1	1	12	41	46	±2	4.3	±0.1	
Officers	81	±2	1	1	10	42	47	±3	4.3	±0.1	
O1 – O3	79	±3	0	1	13	40	46	±5	4.3	±0.1	
O4 – O6	83	±3	0	1	6	46	47	±4	4.4	±0.1	
Male	76	±2	1	1	13	39	47	±2	4.3	±0.1	
Female	71	±3	1	1	15	40	43	±4	4.2	±0.1	
Not Deployed Past 12 Months	76	±2	1	1	12	39	48	±2	4.3	±0.1	
Deployed Past 12 Months	75	±2	1	1	15	40	44	±3	4.2	±0.1	
<b>WHITE</b>	79	±2	1	1	13	39	47	±2	4.3	±0.1	
Army	81	±3	1	1	13	36	49	±4	4.3	±0.1	
Navy	77	±3	0	1	15	45	39	±4	4.2	±0.1	
Marine Corps	80	±5	1	1	12	43	44	±6	4.3	±0.1	
Air Force	77	±3	1	1	10	35	54	±4	4.4	±0.1	
Enlisted	78	±2	1	1	13	38	47	±3	4.3	±0.1	
E1 – E4	75	±3	1	1	15	35	48	±4	4.3	±0.1	
E5 – E9	80	±2	1	1	11	41	46	±3	4.3	±0.1	
Officers	83	±3	0	1	10	41	48	±4	4.3	±0.1	
O1 – O3	81	±4	0	0	14	38	48	±6	4.3	±0.1	
O4 – O6	84	±4	0	1	5	46	47	±5	4.4	±0.1	
<b>BLACK</b>	69	±3	1	2	13	38	47	±3	4.3	±0.1	
Army	71	±4	1	1	12	37	49	±5	4.3	±0.1	
Navy	67	±4	1	1	15	41	41	±5	4.2	±0.1	
Marine Corps	64	±5	1	3	14	42	40	±6	4.2	±0.1	
Air Force	66	±4	1	2	13	34	50	±5	4.3	±0.1	
Enlisted	68	±3	1	2	14	37	47	±4	4.3	±0.1	
E1 – E4	61	±5	1	2	17	34	45	±7	4.2	±0.2	
E5 – E9	73	±3	1	2	12	38	48	±4	4.3	±0.1	
Officers	71	±4	0	1	8	46	45	±5	4.3	±0.1	
O1 – O3	67	±5	1	1	10	49	39	±6	4.2	±0.1	
O4 – O6	74	±4	0	1	7	43	49	±7	4.4	±0.1	
<b>HISPANIC</b>	69	±3	0	1	14	40	45	±3	4.3	±0.1	
Army	71	±4	0	1	12	39	47	±5	4.3	±0.1	
Navy	68	±5	1	1	18	46	34	±6	4.1	±0.1	
Marine Corps	69	±6	1	1	14	38	46	±8	4.3	±0.2	
Air Force	67	±6	0	1	13	36	51	±7	4.4	±0.1	
Enlisted	68	±3	0	1	15	39	45	±4	4.3	±0.1	
E1 – E4	65	±5	0	0	17	37	46	±6	4.3	±0.1	
E5 – E9	72	±3	1	1	13	42	44	±4	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81a. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	73	±6	0	1	7	45	47	±6	4.4	±0.1	
O1 – O3	71	±8	1	1	10	43	47	±8	4.3	±0.1	
O4 – O6	80	±4	0	1	4	42	53	±9	4.5	±0.1	
AIAN	73	±8	0	1	18	40	40	±13	4.2	±0.2	
Army	68	±13	0	0	11	NR	40	±16	4.3	±0.2	
Navy	76	±11	0	2	23	41	34	±16	4.1	±0.3	
Marine Corps	72	±15	1	0	NR	NR	NR	±3	NR		
Air Force	83	±7	0	0	6	NR	NR	±4	4.6	±0.2	
Enlisted	70	±8	0	1	21	36	42	±14	4.2	±0.2	
E1 – E4	63	±14	0	1	NR	35	NR	±17	4.0	±0.4	
E5 – E9	78	±9	0	0	16	36	47	±11	4.3	±0.2	
Officers	89	±10	0	1	2	NR	NR	±3	4.3	±0.3	
O1 – O3	89	±9	0	1	3	NR	NR	±4	4.2	±0.2	
O4 – O6	87	±18	0	1	2	NR	NR	±5	NR		
ASIAN	68	±4	2	1	14	42	42	±5	4.2	±0.1	
Army	71	±7	1	1	17	39	42	±7	4.2	±0.2	
Navy	69	±5	3	0	13	43	40	±11	4.2	±0.2	
Marine Corps	64	±13	1	1	12	40	47	±13	4.3	±0.2	
Air Force	62	±6	0	0	11	44	45	±7	4.3	±0.1	
Enlisted	66	±4	2	1	15	42	41	±6	4.2	±0.1	
E1 – E4	61	±7	NR	0	17	40	39	±7	4.1	±0.3	
E5 – E9	70	±5	1	1	14	43	42	±5	4.3	±0.1	
Officers	76	±6	0	1	10	40	49	±8	4.4	±0.1	
O1 – O3	74	±8	0	1	9	40	50	±11	4.4	±0.2	
O4 – O6	78	±8	0	0	10	42	48	±13	4.4	±0.2	
NHPI	69	±8	0	0	11	42	47	±12	4.4	±0.2	
Army	74	±12	NR	NR	9	NR	NR	±12	4.4	±0.3	
Navy	53	±14	0	1	23	37	39	±13	4.1	±0.2	
Marine Corps	54	±13	0	1	10	35	54	±11	4.4	±0.2	
Air Force	76	±7	0	0	10	47	42	±16	4.3	±0.2	
Enlisted	68	±8	0	0	12	39	49	±12	4.4	±0.2	
Officers	91	±8	NR	0	3	NR	NR	±6	4.2	±0.2	
TWO OR MORE RACES	73	±6	4	2	12	44	38	±7	4.1	±0.2	
Army	75	±11	10	NR	5	42	40	±15	4.0	±0.4	
Navy	69	±9	0	3	18	43	35	±11	4.1	±0.2	
Marine Corps	69	±19	0	0	NR	NR	18	±11	4.0	±0.2	
Air Force	77	±7	0	0	13	40	47	±11	4.3	±0.2	
Enlisted	72	±6	3	2	13	43	40	±8	4.2	±0.2	
E1 – E4	69	±10	NR	3	11	43	38	±13	4.0	±0.3	
E5 – E9	76	±7	0	0	14	43	42	±9	4.3	±0.2	
Officers	79	±9	NR	7	9	49	28	±14	3.8	±0.4	
O1 – O3	77	±11	NR	NR	11	NR	29	±16	3.9	±0.4	
O4 – O6	78	±17	1	NR	7	NR	24	±14	3.9	±0.5	
COAST GUARD	83	±2	0	1	12	47	41	±3	4.3	±0.1	
White	85	±3	0	0	11	48	41	±4	4.3	±0.1	
Black	74	±3	1	1	15	47	35	±4	4.1	±0.1	
Hispanic	76	±4	0	1	14	40	44	±5	4.3	±0.1	
Other Race/Ethnicity	77	±5	0	0	16	44	40	±7	4.2	±0.2	
Enlisted	81	±3	0	1	14	45	41	±4	4.3	±0.1	
Officers	89	±3	0	0	4	54	41	±5	4.4	±0.1	
Male	84	±3	0	1	12	47	41	±4	4.3	±0.1	
Female	77	±3	0	1	10	45	44	±4	4.3	±0.1	
Not Deployed Past 12 Months	84	±3	0	1	12	45	42	±4	4.3	±0.1	
Deployed Past 12 Months	79	±5	0	0	11	51	38	±7	4.3	±0.1	

NR: Not reportable



## 81. The training I have received...

b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	75	±2	1	1	12	39	48	±2	4.3	±0.1	
Army	77	±2	1	1	11	38	49	±3	4.3	±0.1	
Navy	74	±2	1	1	16	43	39	±3	4.2	±0.1	
Marine Corps	76	±3	1	1	12	40	47	±5	4.3	±0.1	
Air Force	74	±2	1	0	10	35	54	±3	4.4	±0.1	
Enlisted	74	±2	1	1	13	38	47	±2	4.3	±0.1	
E1 – E4	71	±2	1	1	15	35	48	±3	4.3	±0.1	
E5 – E9	77	±2	1	1	11	40	47	±2	4.3	±0.1	
Officers	81	±2	1	1	8	41	49	±3	4.4	±0.1	
O1 – O3	78	±3	0	1	11	41	48	±5	4.3	±0.1	
O4 – O6	82	±3	0	1	5	44	51	±4	4.4	±0.1	
Male	76	±2	1	1	12	38	48	±2	4.3	±0.1	
Female	71	±3	1	1	14	40	44	±4	4.2	±0.1	
Not Deployed Past 12 Months	76	±2	1	1	11	39	49	±2	4.3	±0.1	
Deployed Past 12 Months	75	±2	1	1	14	39	46	±3	4.3	±0.1	
WHITE	79	±2	0	1	12	38	49	±2	4.3	±0.1	
Army	81	±3	0	1	12	37	50	±4	4.3	±0.1	
Navy	77	±3	0	1	15	44	40	±4	4.2	±0.1	
Marine Corps	81	±5	1	0	11	40	48	±6	4.3	±0.1	
Air Force	77	±3	1	0	10	34	55	±4	4.4	±0.1	
Enlisted	78	±2	1	1	13	38	48	±3	4.3	±0.1	
E1 – E4	75	±3	1	1	14	35	49	±4	4.3	±0.1	
E5 – E9	81	±2	0	1	11	40	48	±3	4.3	±0.1	
Officers	83	±3	0	1	9	40	50	±4	4.4	±0.1	
O1 – O3	81	±4	0	0	12	39	49	±6	4.4	±0.1	
O4 – O6	84	±4	0	0	5	44	51	±5	4.4	±0.1	
BLACK	68	±3	1	1	13	38	47	±3	4.3	±0.1	
Army	71	±4	1	1	11	37	50	±5	4.4	±0.1	
Navy	67	±4	1	1	15	41	41	±5	4.2	±0.1	
Marine Corps	64	±5	1	1	14	43	41	±6	4.2	±0.1	
Air Force	67	±4	0	2	13	35	51	±5	4.3	±0.1	
Enlisted	68	±3	1	1	13	37	47	±4	4.3	±0.1	
E1 – E4	61	±5	1	1	18	34	45	±7	4.2	±0.2	
E5 – E9	72	±3	1	1	11	39	48	±4	4.3	±0.1	
Officers	71	±4	0	1	7	44	48	±5	4.4	±0.1	
O1 – O3	67	±5	0	1	10	47	42	±6	4.3	±0.1	
O4 – O6	74	±4	0	1	5	43	51	±7	4.4	±0.1	
HISPANIC	69	±3	0	1	14	40	46	±3	4.3	±0.1	
Army	71	±4	0	1	11	40	48	±5	4.3	±0.1	
Navy	68	±5	1	0	19	45	36	±6	4.1	±0.1	
Marine Corps	69	±6	1	1	16	37	46	±8	4.3	±0.2	
Air Force	67	±6	0	1	11	35	53	±7	4.4	±0.2	
Enlisted	68	±3	1	1	15	39	45	±4	4.3	±0.1	
E1 – E4	64	±5	0	0	18	34	48	±6	4.3	±0.1	
E5 – E9	72	±3	1	1	12	43	44	±4	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81b. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	73	±6	0	0	5	47	47	±6	4.4	±0.1	
O1 – O3	72	±8	0	1	8	45	46	±8	4.3	±0.1	
O4 – O6	80	±4	0	0	3	42	55	±9	4.5	±0.1	
AIAN	73	±8	0	NR	12	41	40	±11	4.1	±0.3	
Army	68	±13	0	1	11	NR	40	±16	4.3	±0.2	
Navy	75	±11	0	2	21	43	34	±17	4.1	±0.3	
Marine Corps	72	±15	1	NR	10	NR	NR	±10	NR		
Air Force	83	±7	0	0	5	NR	NR	±4	4.6	±0.2	
Enlisted	70	±8	0	NR	14	36	42	±11	4.1	±0.4	
E1 – E4	63	±14	0	NR	12	35	NR	±17	NR		
E5 – E9	78	±9	0	0	16	37	47	±11	4.3	±0.2	
Officers	89	±10	1	0	2	NR	NR	±3	4.3	±0.3	
O1 – O3	89	±9	0	0	2	NR	NR	±4	4.2	±0.2	
O4 – O6	87	±18	1	0	2	NR	NR	±4	NR		
ASIAN	68	±4	1	1	14	41	43	±5	4.2	±0.1	
Army	72	±7	1	0	18	38	43	±7	4.2	±0.2	
Navy	70	±5	NR	1	14	42	41	±6	4.2	±0.2	
Marine Corps	64	±13	1	1	11	39	48	±13	4.3	±0.2	
Air Force	63	±6	0	1	10	43	47	±7	4.4	±0.1	
Enlisted	67	±4	2	1	15	41	42	±6	4.2	±0.1	
E1 – E4	62	±7	NR	1	18	39	39	±7	4.1	±0.3	
E5 – E9	70	±5	1	1	13	42	44	±5	4.3	±0.1	
Officers	76	±6	0	0	9	41	50	±8	4.4	±0.1	
O1 – O3	74	±8	0	0	9	40	50	±11	4.4	±0.2	
O4 – O6	78	±8	0	1	8	41	49	±13	4.4	±0.2	
NHPI	69	±8	0	0	10	42	47	±12	4.4	±0.2	
Army	74	±12	NR	NR	9	NR	NR	±12	4.4	±0.3	
Navy	53	±14	0	1	21	39	39	±13	4.2	±0.2	
Marine Corps	54	±13	0	1	10	35	54	±11	4.4	±0.2	
Air Force	77	±7	0	0	9	47	44	±16	4.3	±0.2	
Enlisted	68	±8	0	0	11	39	49	±12	4.4	±0.2	
Officers	91	±8	NR	NR	2	NR	NR	±5	4.2	±0.2	
TWO OR MORE RACES	73	±6	4	2	12	42	41	±7	4.2	±0.2	
Army	75	±11	10	2	6	39	43	±15	4.0	±0.4	
Navy	69	±9	0	3	17	44	36	±11	4.1	±0.2	
Marine Corps	69	±19	0	0	16	NR	NR	±18	4.1	±0.3	
Air Force	78	±7	0	0	12	39	49	±11	4.4	±0.2	
Enlisted	73	±6	3	1	13	40	43	±8	4.2	±0.2	
E1 – E4	70	±10	NR	2	12	40	40	±13	4.1	±0.3	
E5 – E9	76	±7	0	0	14	41	45	±9	4.3	±0.2	
Officers	79	±9	NR	NR	4	51	32	±14	3.9	±0.4	
O1 – O3	77	±11	NR	NR	4	NR	31	±16	4.0	±0.4	
O4 – O6	78	±17	1	NR	3	NR	NR	±4	NR		
COAST GUARD	83	±2	0	0	11	47	42	±3	4.3	±0.1	
White	85	±3	0	0	10	48	42	±4	4.3	±0.1	
Black	74	±3	1	1	14	47	37	±4	4.2	±0.1	
Hispanic	76	±4	1	1	13	41	44	±5	4.3	±0.1	
Other Race/Ethnicity	77	±5	0	0	16	45	39	±7	4.2	±0.2	
Enlisted	81	±3	0	0	13	45	41	±4	4.3	±0.1	
Officers	89	±3	0	0	3	53	43	±5	4.4	±0.1	
Male	83	±3	0	0	11	47	41	±4	4.3	±0.1	
Female	77	±3	0	1	10	46	44	±4	4.3	±0.1	
Not Deployed Past 12 Months	84	±3	0	0	11	45	43	±4	4.3	±0.1	
Deployed Past 12 Months	79	±5	0	0	10	51	38	±7	4.3	±0.1	

NR: Not reportable

**81. The training I have received...****c. Identifies behaviors that are offensive to others and should not be tolerated.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	75	±2	1	1	12	39	47	±2	4.3	±0.1	
Army	77	±2	1	1	11	39	48	±3	4.3	±0.1	
Navy	73	±2	1	1	15	43	40	±3	4.2	±0.1	
Marine Corps	75	±3	1	1	12	42	44	±5	4.3	±0.1	
Air Force	74	±2	0	1	10	36	53	±3	4.4	±0.1	
Enlisted	74	±2	1	1	13	39	47	±2	4.3	±0.1	
E1 – E4	71	±2	1	1	15	36	47	±3	4.3	±0.1	
E5 – E9	77	±2	1	1	11	41	47	±2	4.3	±0.1	
Officers	81	±2	1	1	9	42	47	±3	4.3	±0.1	
O1 – O3	78	±3	0	1	11	41	46	±5	4.3	±0.1	
O4 – O6	82	±3	0	1	5	45	49	±4	4.4	±0.1	
Male	76	±2	1	1	12	39	47	±2	4.3	±0.1	
Female	70	±3	1	1	13	41	44	±4	4.2	±0.1	
Not Deployed Past 12 Months	75	±2	1	1	11	39	49	±2	4.3	±0.1	
Deployed Past 12 Months	75	±2	1	1	14	40	44	±3	4.3	±0.1	
<b>WHITE</b>	79	±2	1	1	12	39	48	±2	4.3	±0.1	
Army	81	±3	1	1	12	37	49	±4	4.3	±0.1	
Navy	77	±3	0	1	15	44	41	±4	4.2	±0.1	
Marine Corps	80	±5	1	1	11	42	46	±6	4.3	±0.1	
Air Force	77	±3	0	1	9	36	54	±4	4.4	±0.1	
Enlisted	78	±2	1	1	12	38	48	±3	4.3	±0.1	
E1 – E4	75	±3	1	1	14	36	48	±4	4.3	±0.1	
E5 – E9	80	±2	0	1	11	40	47	±3	4.3	±0.1	
Officers	83	±3	0	1	9	41	48	±4	4.4	±0.1	
O1 – O3	80	±4	0	1	12	40	47	±6	4.3	±0.1	
O4 – O6	84	±4	0	1	5	45	50	±5	4.4	±0.1	
<b>BLACK</b>	68	±3	1	1	12	39	47	±3	4.3	±0.1	
Army	71	±4	1	1	11	39	49	±5	4.4	±0.1	
Navy	67	±4	1	1	14	42	42	±5	4.2	±0.1	
Marine Corps	63	±5	1	2	12	45	40	±5	4.2	±0.1	
Air Force	66	±4	0	1	13	35	51	±5	4.3	±0.1	
Enlisted	68	±3	1	1	13	39	47	±4	4.3	±0.1	
E1 – E4	61	±5	1	0	16	37	46	±7	4.3	±0.1	
E5 – E9	72	±3	1	1	11	40	48	±4	4.3	±0.1	
Officers	71	±4	1	0	7	47	45	±5	4.4	±0.1	
O1 – O3	67	±5	1	0	10	46	43	±6	4.3	±0.1	
O4 – O6	74	±4	0	1	5	49	44	±7	4.4	±0.1	
<b>HISPANIC</b>	69	±3	1	1	13	41	45	±3	4.3	±0.1	
Army	71	±4	1	0	11	43	46	±5	4.3	±0.1	
Navy	68	±5	1	1	18	45	36	±6	4.1	±0.1	
Marine Corps	69	±6	1	0	14	39	46	±8	4.3	±0.2	
Air Force	66	±6	0	1	12	34	53	±7	4.4	±0.2	
Enlisted	69	±3	1	1	14	40	44	±4	4.3	±0.1	
E1 – E4	65	±5	0	0	17	36	47	±6	4.3	±0.1	
E5 – E9	72	±3	1	1	12	44	43	±4	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81c. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	73	±6	0	0	5	47	48	±6	4.4	±0.1	
O1 – O3	72	±8	0	0	8	44	47	±8	4.4	±0.1	
O4 – O6	80	±4	0	0	3	43	54	±9	4.5	±0.1	
AIAN	72	±8	0	NR	11	40	40	±10	4.1	±0.3	
Army	68	±13	0	1	10	NR	40	±17	4.3	±0.2	
Navy	75	±11	0	NR	20	36	34	±17	3.9	±0.4	
Marine Corps	72	±15	1	NR	10	NR	NR	±10	NR		
Air Force	83	±7	0	0	5	NR	NR	±4	4.6	±0.2	
Enlisted	70	±8	0	NR	13	37	42	±11	4.1	±0.4	
E1 – E4	62	±14	0	NR	11	37	NR	±17	NR		
E5 – E9	77	±9	0	0	15	37	48	±11	4.3	±0.2	
Officers	89	±10	0	NR	3	NR	NR	±3	NR		
O1 – O3	89	±9	0	NR	4	NR	NR	±5	NR		
O4 – O6	87	±18	0	1	3	NR	NR	±5	NR		
ASIAN	68	±4	1	0	14	41	43	±5	4.2	±0.1	
Army	71	±7	1	0	18	39	42	±7	4.2	±0.2	
Navy	70	±5	NR	0	13	43	41	±6	4.2	±0.2	
Marine Corps	64	±13	1	1	11	40	47	±13	4.3	±0.2	
Air Force	62	±6	0	1	9	41	48	±7	4.4	±0.1	
Enlisted	67	±4	2	0	15	41	42	±6	4.2	±0.1	
E1 – E4	61	±7	NR	0	18	40	39	±7	4.1	±0.3	
E5 – E9	70	±5	1	1	13	42	44	±5	4.3	±0.1	
Officers	75	±6	0	0	9	41	50	±8	4.4	±0.1	
O1 – O3	74	±8	0	0	9	41	50	±11	4.4	±0.2	
O4 – O6	78	±8	0	0	8	42	50	±13	4.4	±0.2	
NHPI	69	±8	0	0	10	41	48	±12	4.4	±0.2	
Army	74	±12	NR	NR	9	NR	NR	±12	4.4	±0.3	
Navy	52	±14	0	1	18	41	41	±13	4.2	±0.2	
Marine Corps	53	±13	0	1	10	34	54	±11	4.4	±0.2	
Air Force	77	±7	0	0	10	45	44	±16	4.3	±0.2	
Enlisted	68	±8	0	0	11	39	50	±12	4.4	±0.2	
Officers	91	±8	NR	NR	2	NR	NR	±5	4.2	±0.2	
TWO OR MORE RACES	73	±6	4	2	12	44	38	±7	4.1	±0.2	
Army	75	±11	10	NR	7	44	35	±15	3.9	±0.4	
Navy	69	±9	0	3	17	45	34	±11	4.1	±0.2	
Marine Corps	69	±19	0	0	NR	NR	19	±12	4.0	±0.2	
Air Force	77	±7	0	1	12	35	52	±11	4.4	±0.2	
Enlisted	72	±6	3	2	13	43	39	±8	4.1	±0.2	
E1 – E4	69	±10	NR	3	12	44	35	±13	4.0	±0.3	
E5 – E9	76	±7	0	0	15	41	44	±9	4.3	±0.2	
Officers	79	±9	NR	7	8	50	28	±14	3.8	±0.4	
O1 – O3	77	±11	NR	NR	10	NR	30	±16	4.0	±0.4	
O4 – O6	78	±17	1	NR	4	NR	25	±15	4.0	±0.5	
COAST GUARD	83	±2	0	0	11	47	41	±3	4.3	±0.1	
White	85	±3	0	0	10	48	41	±4	4.3	±0.1	
Black	73	±3	1	1	14	48	36	±4	4.2	±0.1	
Hispanic	76	±4	0	1	14	42	43	±5	4.3	±0.1	
Other Race/Ethnicity	77	±5	0	1	12	48	39	±7	4.2	±0.1	
Enlisted	81	±3	0	0	13	46	41	±4	4.3	±0.1	
Officers	89	±3	0	1	4	53	42	±5	4.4	±0.1	
Male	83	±3	0	0	11	48	41	±4	4.3	±0.1	
Female	77	±3	0	1	9	46	44	±4	4.3	±0.1	
Not Deployed Past 12 Months	84	±3	0	0	11	46	42	±4	4.3	±0.1	
Deployed Past 12 Months	79	±5	0	1	9	53	37	±7	4.3	±0.1	

NR: Not reportable

**81. The training I have received...****d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	75	±2	1	2	15	39	44	±2	4.2	±0.1	
Army	77	±2	1	2	14	37	45	±3	4.2	±0.1	
Navy	73	±2	1	1	18	42	38	±3	4.1	±0.1	
Marine Corps	75	±3	1	1	13	44	40	±5	4.2	±0.1	
Air Force	74	±2	0	1	12	36	50	±3	4.4	±0.1	
Enlisted	74	±2	1	2	15	39	44	±2	4.2	±0.1	
E1 – E4	71	±2	1	2	17	36	44	±3	4.2	±0.1	
E5 – E9	77	±2	1	1	14	41	44	±2	4.3	±0.1	
Officers	81	±2	1	1	11	43	44	±3	4.3	±0.1	
O1 – O3	79	±3	0	1	14	41	44	±5	4.3	±0.1	
O4 – O6	83	±3	0	2	8	46	44	±4	4.3	±0.1	
Male	76	±2	1	1	14	39	44	±2	4.2	±0.1	
Female	70	±3	1	2	16	39	41	±4	4.2	±0.1	
Not Deployed Past 12 Months	76	±2	1	1	13	39	45	±2	4.3	±0.1	
Deployed Past 12 Months	75	±2	1	2	16	40	41	±3	4.2	±0.1	
<b>WHITE</b>	79	±2	1	1	14	39	44	±2	4.3	±0.1	
Army	81	±3	1	2	15	36	46	±4	4.2	±0.1	
Navy	77	±3	0	2	18	42	38	±4	4.1	±0.1	
Marine Corps	80	±5	1	1	13	46	40	±6	4.2	±0.1	
Air Force	77	±3	0	1	12	36	51	±4	4.4	±0.1	
Enlisted	78	±2	1	2	15	38	44	±3	4.2	±0.1	
E1 – E4	75	±3	1	2	18	35	44	±4	4.2	±0.1	
E5 – E9	81	±2	1	1	13	41	45	±3	4.3	±0.1	
Officers	83	±3	0	1	12	42	45	±4	4.3	±0.1	
O1 – O3	81	±4	0	1	15	40	45	±6	4.3	±0.1	
O4 – O6	84	±4	0	1	8	46	45	±5	4.3	±0.1	
<b>BLACK</b>	68	±3	1	2	14	39	44	±3	4.2	±0.1	
Army	71	±4	1	2	13	39	46	±5	4.3	±0.1	
Navy	67	±4	1	1	15	43	40	±5	4.2	±0.1	
Marine Corps	64	±5	1	3	17	41	39	±6	4.1	±0.1	
Air Force	66	±4	0	2	15	35	47	±5	4.3	±0.1	
Enlisted	68	±3	1	2	15	38	44	±4	4.2	±0.1	
E1 – E4	61	±5	2	3	17	36	43	±7	4.1	±0.2	
E5 – E9	72	±3	1	1	14	40	45	±4	4.3	±0.1	
Officers	71	±4	1	2	10	47	41	±5	4.3	±0.1	
O1 – O3	67	±5	1	2	13	47	37	±6	4.2	±0.1	
O4 – O6	74	±4	0	2	7	48	42	±7	4.3	±0.1	
<b>HISPANIC</b>	69	±3	1	1	15	39	44	±3	4.2	±0.1	
Army	71	±4	1	2	14	39	45	±5	4.3	±0.1	
Navy	68	±5	0	1	20	44	34	±6	4.1	±0.1	
Marine Corps	68	±6	1	1	14	39	45	±8	4.3	±0.2	
Air Force	66	±6	0	1	13	33	52	±7	4.3	±0.2	
Enlisted	68	±3	1	1	16	39	43	±4	4.2	±0.1	
E1 – E4	65	±5	1	1	18	35	45	±6	4.2	±0.1	
E5 – E9	72	±3	1	2	14	41	42	±4	4.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81d. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	73	±6	0	1	8	46	45	±6	4.3	±0.1	
O1 – O3	71	±8	1	2	10	43	45	±8	4.3	±0.1	
O4 – O6	80	±4	0	1	6	41	52	±9	4.4	±0.1	
AIAN	73	±8	0	NR	15	40	39	±10	4.1	±0.3	
Army	68	±13	0	1	12	NR	38	±17	4.2	±0.2	
Navy	75	±11	0	3	NR	35	31	±12	4.0	±0.3	
Marine Corps	72	±15	1	NR	10	NR	NR	±11	NR		
Air Force	83	±7	0	1	6	NR	NR	±4	4.6	±0.2	
Enlisted	70	±8	0	NR	15	37	40	±11	4.1	±0.4	
E1 – E4	63	±14	0	NR	13	36	NR	±17	NR		
E5 – E9	78	±9	0	0	17	37	45	±11	4.3	±0.2	
Officers	89	±10	0	1	NR	NR	NR	±1	4.2	±0.4	
O1 – O3	89	±9	1	0	NR	NR	NR	±2	NR		
O4 – O6	87	±18	0	1	3	NR	NR	±6	NR		
ASIAN	68	±4	2	1	15	41	41	±5	4.2	±0.1	
Army	72	±7	1	1	20	38	40	±7	4.2	±0.2	
Navy	69	±5	NR	0	14	43	40	±6	4.2	±0.2	
Marine Corps	64	±13	1	0	14	39	46	±13	4.3	±0.2	
Air Force	62	±6	0	1	12	44	43	±7	4.3	±0.1	
Enlisted	66	±4	2	1	16	41	40	±6	4.2	±0.1	
E1 – E4	61	±7	NR	1	19	38	39	±7	4.1	±0.3	
E5 – E9	70	±5	1	0	15	44	40	±5	4.2	±0.1	
Officers	75	±6	0	1	11	40	48	±9	4.3	±0.2	
O1 – O3	74	±8	0	1	11	39	49	±11	4.3	±0.2	
O4 – O6	78	±8	0	1	10	44	45	±13	4.3	±0.2	
NHPI	69	±8	0	0	15	48	37	±12	4.2	±0.2	
Army	74	±12	NR	NR	15	NR	NR	±16	4.2	±0.3	
Navy	52	±14	0	1	24	36	40	±13	4.2	±0.2	
Marine Corps	54	±13	0	1	11	38	50	±11	4.3	±0.2	
Air Force	77	±7	1	1	11	47	41	±16	4.3	±0.2	
Enlisted	68	±8	0	0	16	46	38	±13	4.2	±0.2	
Officers	90	±8	NR	NR	3	NR	NR	±6	4.2	±0.2	
TWO OR MORE RACES	73	±6	4	2	14	44	36	±7	4.1	±0.2	
Army	75	±11	10	3	8	43	36	±15	3.9	±0.4	
Navy	69	±9	0	2	18	45	34	±11	4.1	±0.2	
Marine Corps	69	±19	0	NR	16	NR	16	±17	3.9	±0.3	
Air Force	77	±7	0	1	15	38	46	±11	4.3	±0.2	
Enlisted	72	±6	3	1	14	43	38	±8	4.1	±0.2	
E1 – E4	69	±10	NR	3	13	41	37	±13	4.0	±0.3	
E5 – E9	76	±7	0	0	16	45	39	±9	4.2	±0.2	
Officers	79	±9	NR	7	9	50	26	±14	3.8	±0.4	
O1 – O3	77	±11	NR	NR	10	NR	24	±15	3.9	±0.4	
O4 – O6	78	±17	0	NR	7	NR	NR	±6	NR		
COAST GUARD	82	±2	0	1	13	48	38	±3	4.2	±0.1	
White	85	±3	0	1	12	49	38	±4	4.2	±0.1	
Black	73	±3	1	2	18	44	35	±4	4.1	±0.1	
Hispanic	76	±4	0	1	16	42	41	±5	4.2	±0.1	
Other Race/Ethnicity	77	±5	0	1	17	46	36	±7	4.2	±0.2	
Enlisted	81	±3	0	1	14	46	39	±4	4.2	±0.1	
Officers	88	±3	0	1	8	55	35	±5	4.2	±0.1	
Male	83	±3	0	1	13	48	38	±4	4.2	±0.1	
Female	77	±3	0	2	13	47	39	±4	4.2	±0.1	
Not Deployed Past 12 Months	83	±3	0	1	14	47	39	±4	4.2	±0.1	
Deployed Past 12 Months	79	±5	0	1	11	53	35	±7	4.2	±0.1	

NR: Not reportable

## 81. The training I have received...

## e. Explains the process for reporting racial/ethnic harassment and discrimination.

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	75	±2	1	1	13	39	46	±2	4.3	±0.1	
Army	77	±2	1	1	13	37	48	±3	4.3	±0.1	
Navy	73	±2	1	1	16	43	39	±3	4.2	±0.1	
Marine Corps	75	±3	1	1	12	44	42	±5	4.2	±0.1	
Air Force	73	±2	0	1	11	36	52	±3	4.4	±0.1	
Enlisted	74	±2	1	1	14	39	45	±2	4.3	±0.1	
E1 – E4	70	±3	1	2	17	36	45	±3	4.2	±0.1	
E5 – E9	77	±2	1	1	12	41	46	±2	4.3	±0.1	
Officers	81	±2	0	1	9	43	47	±3	4.3	±0.1	
O1 – O3	78	±3	0	1	12	41	45	±5	4.3	±0.1	
O4 – O6	82	±3	0	1	5	46	48	±4	4.4	±0.1	
Male	76	±2	1	1	13	39	46	±2	4.3	±0.1	
Female	70	±3	1	1	15	41	42	±4	4.2	±0.1	
Not Deployed Past 12 Months	75	±2	1	1	12	39	47	±2	4.3	±0.1	
Deployed Past 12 Months	74	±2	1	1	15	40	43	±3	4.2	±0.1	
WHITE	79	±2	1	1	13	39	47	±2	4.3	±0.1	
Army	81	±3	1	1	13	36	49	±4	4.3	±0.1	
Navy	77	±3	0	1	16	43	39	±4	4.2	±0.1	
Marine Corps	80	±5	1	1	11	46	42	±6	4.3	±0.1	
Air Force	77	±3	0	1	11	36	53	±4	4.4	±0.1	
Enlisted	78	±2	1	1	14	39	46	±3	4.3	±0.1	
E1 – E4	75	±3	1	1	16	36	46	±4	4.2	±0.1	
E5 – E9	80	±2	1	1	11	41	47	±3	4.3	±0.1	
Officers	83	±3	0	1	10	41	48	±4	4.4	±0.1	
O1 – O3	80	±4	0	1	13	39	47	±6	4.3	±0.1	
O4 – O6	83	±4	0	1	5	45	49	±5	4.4	±0.1	
BLACK	68	±3	1	2	13	39	46	±3	4.3	±0.1	
Army	71	±4	0	2	12	38	48	±5	4.3	±0.1	
Navy	67	±4	1	1	15	42	41	±5	4.2	±0.1	
Marine Corps	62	±5	2	1	13	43	41	±5	4.2	±0.1	
Air Force	66	±4	0	1	12	38	49	±5	4.3	±0.1	
Enlisted	68	±3	1	2	14	38	46	±4	4.3	±0.1	
E1 – E4	61	±5	1	3	18	35	43	±7	4.2	±0.2	
E5 – E9	72	±3	1	1	12	40	47	±4	4.3	±0.1	
Officers	71	±4	0	1	8	47	44	±5	4.3	±0.1	
O1 – O3	67	±5	1	2	11	48	39	±6	4.2	±0.1	
O4 – O6	74	±4	0	0	6	49	45	±7	4.4	±0.1	
HISPANIC	69	±3	0	1	14	39	45	±4	4.3	±0.1	
Army	71	±4	0	1	13	40	47	±5	4.3	±0.1	
Navy	68	±5	0	1	19	45	35	±6	4.1	±0.1	
Marine Corps	69	±6	1	1	14	37	47	±8	4.3	±0.2	
Air Force	66	±6	0	0	13	33	53	±7	4.4	±0.2	
Enlisted	68	±3	0	1	15	38	45	±4	4.3	±0.1	
E1 – E4	65	±5	0	0	19	33	48	±6	4.3	±0.1	
E5 – E9	72	±3	1	1	13	43	43	±4	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81e. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	73	±6	0	1	6	48	45	±6	4.4	±0.1	
O1 – O3	71	±8	1	1	9	47	43	±8	4.3	±0.1	
O4 – O6	80	±4	0	0	3	42	54	±9	4.5	±0.1	
AIAN	73	±8	0	NR	13	39	40	±10	4.1	±0.3	
Army	68	±13	0	0	12	NR	40	±16	4.3	±0.2	
Navy	75	±11	0	NR	21	36	33	±17	3.9	±0.4	
Marine Corps	72	±15	1	NR	11	NR	NR	±12	NR		
Air Force	83	±7	0	0	5	NR	NR	±4	4.6	±0.2	
Enlisted	70	±8	0	NR	15	36	41	±11	4.1	±0.4	
E1 – E4	63	±14	0	NR	14	34	NR	±17	NR		
E5 – E9	78	±9	0	0	16	38	46	±11	4.3	±0.2	
Officers	89	±10	0	NR	3	NR	NR	±3	NR		
O1 – O3	89	±9	0	NR	4	NR	NR	±6	NR		
O4 – O6	87	±18	0	0	2	NR	NR	±4	NR		
ASIAN	67	±4	1	0	15	42	41	±5	4.2	±0.1	
Army	71	±7	1	0	19	39	42	±7	4.2	±0.2	
Navy	70	±5	NR	1	14	44	39	±6	4.1	±0.2	
Marine Corps	58	±14	1	1	15	43	41	±10	4.2	±0.2	
Air Force	62	±6	0	1	11	44	44	±7	4.3	±0.1	
Enlisted	66	±4	2	1	16	42	40	±6	4.2	±0.1	
E1 – E4	61	±7	NR	1	19	38	38	±7	4.1	±0.3	
E5 – E9	70	±5	1	0	14	44	41	±5	4.2	±0.1	
Officers	72	±8	0	0	10	44	46	±8	4.4	±0.1	
O1 – O3	68	±10	0	0	11	44	45	±10	4.3	±0.2	
O4 – O6	78	±8	0	0	8	44	48	±13	4.4	±0.2	
NHPI	69	±8	0	0	12	52	36	±12	4.2	±0.2	
Army	74	±12	NR	NR	11	NR	31	±17	4.2	±0.2	
Navy	52	±14	0	0	21	39	39	±13	4.2	±0.2	
Marine Corps	54	±13	0	1	9	33	56	±11	4.4	±0.2	
Air Force	77	±7	0	0	11	47	41	±15	4.3	±0.2	
Enlisted	68	±8	0	0	13	50	37	±12	4.2	±0.2	
Officers	91	±8	NR	NR	3	NR	NR	±6	4.2	±0.2	
TWO OR MORE RACES	72	±6	4	2	13	45	36	±7	4.1	±0.2	
Army	75	±11	10	3	6	41	40	±15	4.0	±0.4	
Navy	69	±9	0	3	18	45	33	±11	4.1	±0.2	
Marine Corps	69	±19	0	0	NR	NR	17	±11	4.0	±0.2	
Air Force	74	±9	0	0	14	43	42	±11	4.3	±0.2	
Enlisted	71	±6	3	1	14	43	38	±8	4.1	±0.2	
E1 – E4	68	±10	NR	2	14	41	38	±13	4.0	±0.3	
E5 – E9	76	±7	0	0	15	46	38	±9	4.2	±0.2	
Officers	79	±9	NR	NR	4	56	26	±14	3.9	±0.4	
O1 – O3	77	±11	NR	NR	4	NR	28	±16	4.0	±0.4	
O4 – O6	78	±17	0	NR	4	NR	23	±14	4.0	±0.5	
COAST GUARD	83	±2	0	1	12	48	40	±3	4.3	±0.1	
White	85	±3	0	1	11	49	40	±4	4.3	±0.1	
Black	73	±3	1	1	15	48	35	±4	4.1	±0.1	
Hispanic	76	±4	1	1	14	43	42	±5	4.2	±0.1	
Other Race/Ethnicity	77	±5	0	0	14	45	41	±7	4.3	±0.1	
Enlisted	81	±3	0	1	14	46	40	±4	4.2	±0.1	
Officers	89	±3	0	0	4	56	40	±5	4.4	±0.1	
Male	83	±3	0	0	12	48	40	±4	4.3	±0.1	
Female	77	±3	1	1	11	46	41	±4	4.3	±0.1	
Not Deployed Past 12 Months	84	±3	0	1	12	46	41	±4	4.3	±0.1	
Deployed Past 12 Months	79	±5	0	1	9	54	37	±7	4.3	±0.1	

NR: Not reportable



**81. The training I have received...****f. Makes me feel it is safe to report offensive, racial/ethnic situations.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	75	±2	1	2	17	37	43	±2	4.2	±0.1	
Army	77	±2	2	3	17	35	43	±3	4.1	±0.1	
Navy	73	±2	1	2	21	39	36	±3	4.1	±0.1	
Marine Corps	75	±3	1	2	15	41	41	±5	4.2	±0.1	
Air Force	74	±2	1	1	13	35	51	±3	4.3	±0.1	
Enlisted	74	±2	1	2	17	36	43	±2	4.2	±0.1	
E1 – E4	71	±2	2	3	20	33	43	±3	4.1	±0.1	
E5 – E9	77	±2	1	2	16	38	43	±2	4.2	±0.1	
Officers	81	±2	1	2	13	41	43	±3	4.2	±0.1	
O1 – O3	79	±3	1	1	16	40	42	±5	4.2	±0.1	
O4 – O6	82	±3	1	1	9	44	45	±4	4.3	±0.1	
Male	76	±2	1	2	16	37	44	±2	4.2	±0.1	
Female	70	±3	2	4	20	36	38	±4	4.1	±0.1	
Not Deployed Past 12 Months	76	±2	1	2	15	37	45	±2	4.2	±0.1	
Deployed Past 12 Months	75	±2	1	3	19	36	40	±3	4.1	±0.1	
<b>WHITE</b>	79	±2	1	2	16	36	44	±2	4.2	±0.1	
Army	81	±3	1	3	18	34	44	±4	4.2	±0.1	
Navy	77	±3	1	2	21	40	36	±4	4.1	±0.1	
Marine Corps	80	±5	1	2	13	41	42	±6	4.2	±0.1	
Air Force	77	±3	1	1	11	35	52	±4	4.4	±0.1	
Enlisted	78	±2	1	2	17	35	44	±3	4.2	±0.1	
E1 – E4	75	±3	2	3	19	32	44	±4	4.1	±0.1	
E5 – E9	81	±2	1	2	15	38	44	±3	4.2	±0.1	
Officers	83	±3	1	1	14	40	44	±4	4.3	±0.1	
O1 – O3	81	±4	0	1	17	38	43	±6	4.2	±0.1	
O4 – O6	83	±4	0	1	8	44	46	±5	4.4	±0.1	
<b>BLACK</b>	69	±3	1	4	18	36	42	±3	4.1	±0.1	
Army	71	±4	1	5	17	35	42	±5	4.1	±0.1	
Navy	67	±4	2	2	20	37	38	±5	4.1	±0.1	
Marine Corps	64	±5	2	2	19	40	37	±6	4.1	±0.1	
Air Force	66	±4	1	3	16	33	47	±5	4.2	±0.1	
Enlisted	68	±3	1	4	18	35	42	±4	4.1	±0.1	
E1 – E4	61	±5	2	4	20	32	41	±7	4.1	±0.2	
E5 – E9	73	±3	1	3	17	36	42	±4	4.2	±0.1	
Officers	71	±4	2	4	15	41	39	±5	4.1	±0.1	
O1 – O3	67	±5	2	5	17	41	36	±6	4.0	±0.2	
O4 – O6	74	±4	2	3	18	40	38	±9	4.1	±0.2	
<b>HISPANIC</b>	69	±3	1	2	18	37	43	±3	4.2	±0.1	
Army	71	±4	1	3	15	37	44	±5	4.2	±0.1	
Navy	68	±5	0	1	24	42	33	±6	4.0	±0.1	
Marine Corps	69	±6	1	1	17	38	43	±9	4.2	±0.2	
Air Force	66	±6	0	1	17	31	50	±7	4.3	±0.2	
Enlisted	69	±3	1	2	19	36	42	±4	4.2	±0.1	
E1 – E4	65	±5	1	2	21	33	44	±6	4.2	±0.1	
E5 – E9	72	±3	1	2	17	39	41	±4	4.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81f. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	73	±6	0	2	10	44	45	±6	4.3	±0.1	
O1 – O3	71	±8	1	1	12	42	43	±8	4.3	±0.2	
O4 – O6	80	±4	0	1	7	41	50	±9	4.4	±0.1	
AIAN	73	±8	1	NR	15	39	37	±11	4.0	±0.3	
Army	68	±13	1	2	16	NR	37	±17	4.1	±0.2	
Navy	75	±11	2	3	22	43	30	±17	4.0	±0.3	
Marine Corps	72	±15	2	NR	11	NR	NR	±11	NR		
Air Force	83	±7	1	0	7	NR	NR	±5	4.5	±0.3	
Enlisted	70	±8	1	NR	17	34	39	±11	4.0	±0.3	
E1 – E4	63	±14	1	NR	16	33	NR	±17	NR		
E5 – E9	78	±9	1	1	18	35	43	±11	4.2	±0.2	
Officers	89	±10	1	1	5	NR	NR	±5	4.2	±0.3	
O1 – O3	89	±9	1	0	6	NR	NR	±7	4.1	±0.2	
O4 – O6	87	±18	1	1	4	NR	NR	±7	4.2	±0.3	
ASIAN	68	±4	2	1	18	40	39	±5	4.1	±0.1	
Army	71	±7	1	1	25	39	34	±7	4.0	±0.2	
Navy	70	±5	NR	2	16	41	38	±6	4.1	±0.2	
Marine Corps	64	±13	1	1	16	37	45	±13	4.2	±0.2	
Air Force	62	±6	0	1	12	43	44	±7	4.3	±0.1	
Enlisted	66	±4	2	1	19	40	38	±6	4.1	±0.1	
E1 – E4	62	±7	NR	2	22	38	35	±7	4.0	±0.3	
E5 – E9	70	±5	1	1	17	42	39	±5	4.2	±0.1	
Officers	75	±6	0	1	15	39	45	±9	4.3	±0.2	
O1 – O3	74	±8	0	1	17	39	44	±12	4.3	±0.2	
O4 – O6	78	±8	1	2	12	40	46	±13	4.3	±0.2	
NHPI	69	±8	1	1	15	52	31	±12	4.1	±0.2	
Army	74	±12	NR	NR	16	NR	25	±16	4.1	±0.2	
Navy	52	±14	2	3	20	37	38	±13	4.1	±0.3	
Marine Corps	54	±13	0	1	13	40	46	±11	4.3	±0.2	
Air Force	77	±7	0	1	11	48	40	±15	4.3	±0.1	
Enlisted	68	±8	1	1	16	50	32	±12	4.1	±0.2	
Officers	90	±8	NR	1	3	NR	NR	±5	4.2	±0.2	
TWO OR MORE RACES	73	±6	5	4	18	38	35	±7	4.0	±0.2	
Army	74	±11	11	5	10	38	35	±15	3.8	±0.4	
Navy	69	±9	2	5	27	33	33	±11	3.9	±0.3	
Marine Corps	69	±19	0	1	NR	NR	18	±11	3.9	±0.3	
Air Force	78	±7	0	3	16	37	45	±11	4.2	±0.2	
Enlisted	72	±6	4	3	20	35	37	±8	4.0	±0.2	
E1 – E4	69	±10	8	2	20	35	36	±13	3.9	±0.3	
E5 – E9	76	±7	0	5	21	36	38	±9	4.1	±0.2	
Officers	79	±9	NR	8	7	51	26	±14	3.8	±0.4	
O1 – O3	77	±11	NR	NR	7	NR	24	±15	3.9	±0.4	
O4 – O6	78	±17	1	NR	10	NR	NR	±9	NR		
COAST GUARD	83	±2	0	1	14	46	38	±3	4.2	±0.1	
White	85	±3	0	1	13	47	38	±4	4.2	±0.1	
Black	74	±3	2	4	22	42	30	±4	3.9	±0.1	
Hispanic	76	±4	1	2	18	39	40	±5	4.2	±0.1	
Other Race/Ethnicity	77	±5	1	1	17	43	38	±7	4.2	±0.1	
Enlisted	81	±3	1	1	15	44	39	±4	4.2	±0.1	
Officers	88	±3	0	1	12	51	36	±5	4.2	±0.1	
Male	83	±3	0	1	14	46	38	±4	4.2	±0.1	
Female	77	±3	1	2	15	44	38	±4	4.2	±0.1	
Not Deployed Past 12 Months	84	±3	1	1	15	44	39	±4	4.2	±0.1	
Deployed Past 12 Months	79	±5	0	1	12	51	36	±7	4.2	±0.1	

NR: Not reportable

## 81. The training I have received...

## g. Promotes cross-cultural awareness.

1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	75	±2	1	2	16	37	43	±2	4.2	±0.1	
Army	77	±2	2	3	16	36	44	±3	4.2	±0.1	
Navy	73	±2	1	2	20	41	35	±3	4.1	±0.1	
Marine Corps	75	±4	2	2	16	40	41	±5	4.2	±0.1	
Air Force	74	±2	1	2	14	34	49	±3	4.3	±0.1	
Enlisted	74	±2	1	2	17	37	43	±2	4.2	±0.1	
E1 – E4	70	±3	2	2	18	34	43	±3	4.1	±0.1	
E5 – E9	76	±2	1	2	15	39	42	±2	4.2	±0.1	
Officers	81	±2	1	3	15	39	42	±3	4.2	±0.1	
O1 – O3	79	±3	2	4	17	37	41	±5	4.1	±0.1	
O4 – O6	82	±3	1	3	12	42	43	±4	4.2	±0.1	
Male	76	±2	1	2	16	37	43	±2	4.2	±0.1	
Female	70	±3	2	2	19	38	40	±4	4.1	±0.1	
Not Deployed Past 12 Months	75	±2	1	2	15	37	44	±2	4.2	±0.1	
Deployed Past 12 Months	74	±2	2	3	18	38	40	±3	4.1	±0.1	
WHITE	79	±2	1	2	16	37	43	±2	4.2	±0.1	
Army	81	±3	2	3	16	36	44	±4	4.2	±0.1	
Navy	76	±3	2	2	20	43	34	±4	4.1	±0.1	
Marine Corps	79	±5	2	1	15	41	41	±6	4.2	±0.1	
Air Force	77	±3	1	2	14	33	50	±4	4.3	±0.1	
Enlisted	77	±2	1	2	16	37	43	±3	4.2	±0.1	
E1 – E4	75	±3	2	2	18	35	44	±4	4.2	±0.1	
E5 – E9	80	±2	1	2	14	40	43	±3	4.2	±0.1	
Officers	83	±3	1	3	16	38	42	±4	4.2	±0.1	
O1 – O3	81	±4	2	3	19	35	41	±6	4.1	±0.1	
O4 – O6	83	±4	1	2	12	42	43	±5	4.2	±0.1	
BLACK	68	±3	1	3	17	36	43	±3	4.2	±0.1	
Army	70	±4	2	3	15	35	46	±5	4.2	±0.1	
Navy	67	±4	1	4	19	37	38	±5	4.1	±0.1	
Marine Corps	64	±5	2	3	18	39	38	±6	4.1	±0.1	
Air Force	66	±4	1	1	18	33	46	±5	4.2	±0.1	
Enlisted	68	±3	2	3	18	35	43	±4	4.2	±0.1	
E1 – E4	60	±5	3	4	19	32	42	±7	4.1	±0.2	
E5 – E9	72	±3	1	2	17	37	44	±4	4.2	±0.1	
Officers	71	±4	1	2	10	45	42	±5	4.3	±0.1	
O1 – O3	67	±5	1	4	12	46	37	±6	4.2	±0.1	
O4 – O6	74	±4	1	2	10	47	41	±7	4.3	±0.1	
HISPANIC	68	±3	1	1	17	37	43	±4	4.2	±0.1	
Army	71	±4	1	1	16	37	44	±5	4.2	±0.1	
Navy	67	±5	1	1	23	41	34	±6	4.1	±0.1	
Marine Corps	68	±6	1	0	16	35	48	±8	4.3	±0.2	
Air Force	66	±6	1	2	14	35	48	±7	4.3	±0.2	
Enlisted	68	±3	1	1	18	37	43	±4	4.2	±0.1	
E1 – E4	64	±5	1	1	20	32	46	±6	4.2	±0.1	
E5 – E9	71	±3	1	2	16	41	40	±4	4.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81g. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	72	±6	1	2	9	43	45	±6	4.3	±0.1	
O1 – O3	71	±8	1	3	11	40	45	±8	4.3	±0.2	
O4 – O6	80	±4	1	2	8	40	50	±9	4.4	±0.2	
AIAN	73	±8	0	NR	21	37	35	±11	4.0	±0.3	
Army	68	±13	0	1	NR	40	34	±17	4.1	±0.3	
Navy	75	±11	0	NR	31	36	31	±18	4.0	±0.3	
Marine Corps	72	±15	1	NR	12	NR	NR	±12	NR		
Air Force	83	±7	1	1	7	NR	NR	±5	4.4	±0.3	
Enlisted	70	±8	0	NR	17	38	37	±11	4.0	±0.3	
E1 – E4	63	±14	1	NR	15	33	NR	±17	NR		
E5 – E9	78	±9	0	0	18	41	40	±11	4.2	±0.2	
Officers	89	±10	0	1	NR	NR	NR	±2	NR		
O1 – O3	89	±9	0	1	NR	NR	NR	±2	NR		
O4 – O6	87	±18	1	1	NR	NR	NR	±3	NR		
ASIAN	68	±4	2	2	17	41	39	±4	4.1	±0.1	
Army	72	±7	1	3	23	37	36	±7	4.0	±0.2	
Navy	70	±5	NR	1	15	42	38	±6	4.1	±0.2	
Marine Corps	64	±13	1	2	15	37	46	±13	4.3	±0.2	
Air Force	60	±7	1	2	12	44	42	±6	4.3	±0.1	
Enlisted	66	±4	2	1	18	41	38	±6	4.1	±0.1	
E1 – E4	60	±7	NR	1	22	39	34	±7	4.0	±0.3	
E5 – E9	70	±5	1	2	15	42	40	±5	4.2	±0.1	
Officers	75	±6	0	NR	14	39	44	±9	4.2	±0.2	
O1 – O3	74	±8	0	NR	15	36	44	±12	4.2	±0.3	
O4 – O6	78	±8	1	1	12	43	43	±14	4.3	±0.2	
NHPI	69	±8	0	1	12	52	35	±12	4.2	±0.2	
Army	74	±12	NR	NR	11	NR	31	±17	4.2	±0.2	
Navy	52	±14	0	3	23	36	39	±13	4.1	±0.2	
Marine Corps	54	±13	0	2	12	35	51	±11	4.3	±0.2	
Air Force	76	±7	1	1	11	46	42	±16	4.3	±0.1	
Enlisted	68	±8	0	1	13	50	36	±12	4.2	±0.2	
Officers	91	±8	NR	0	3	NR	NR	±6	4.2	±0.2	
TWO OR MORE RACES	73	±6	4	5	19	38	34	±7	3.9	±0.2	
Army	75	±11	10	7	8	37	37	±15	3.8	±0.4	
Navy	69	±9	1	5	23	41	30	±11	3.9	±0.2	
Marine Corps	69	±19	0	1	NR	NR	17	±11	3.8	±0.3	
Air Force	77	±7	1	3	22	33	41	±11	4.1	±0.2	
Enlisted	73	±6	3	3	20	37	37	±8	4.0	±0.2	
E1 – E4	69	±10	6	1	18	36	38	±13	4.0	±0.3	
E5 – E9	76	±7	1	4	21	39	35	±9	4.0	±0.2	
Officers	79	±9	NR	17	14	39	22	±17	3.5	±0.4	
O1 – O3	77	±11	NR	NR	7	NR	24	±16	3.6	±0.5	
O4 – O6	78	±17	1	NR	NR	NR	16	±10	3.5	±0.4	
COAST GUARD	82	±2	1	2	17	44	36	±3	4.1	±0.1	
White	85	±3	0	2	16	46	36	±4	4.1	±0.1	
Black	74	±3	2	4	21	43	30	±4	3.9	±0.1	
Hispanic	76	±4	1	3	20	38	38	±5	4.1	±0.1	
Other Race/Ethnicity	77	±5	1	4	20	42	34	±7	4.0	±0.2	
Enlisted	81	±3	1	2	17	43	37	±4	4.1	±0.1	
Officers	89	±3	1	3	16	50	30	±5	4.1	±0.1	
Male	83	±3	1	2	17	45	36	±4	4.1	±0.1	
Female	77	±3	1	3	17	43	37	±4	4.1	±0.1	
Not Deployed Past 12 Months	84	±3	1	2	17	43	37	±4	4.1	±0.1	
Deployed Past 12 Months	78	±5	1	2	16	49	33	±7	4.1	±0.1	

NR: Not reportable

**81. The training I have received...****h. Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.**

1. Strongly disagree  
4. Agree

2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	75	±2	1	1	13	40	45	±2	4.3	±0.1	
Army	77	±2	1	1	13	39	46	±3	4.3	±0.1	
Navy	73	±2	1	1	17	44	38	±3	4.2	±0.1	
Marine Corps	75	±3	1	1	13	41	44	±5	4.3	±0.1	
Air Force	74	±2	0	0	11	36	52	±3	4.4	±0.1	
Enlisted	74	±2	1	1	14	39	45	±2	4.3	±0.1	
E1 – E4	71	±2	1	1	17	36	45	±3	4.2	±0.1	
E5 – E9	77	±2	1	1	12	42	45	±2	4.3	±0.1	
Officers	80	±2	1	0	9	44	46	±3	4.3	±0.1	
O1 – O3	78	±3	0	0	12	43	45	±5	4.3	±0.1	
O4 – O6	82	±3	0	1	4	47	48	±4	4.4	±0.1	
Male	76	±2	1	1	13	40	46	±2	4.3	±0.1	
Female	70	±3	1	1	16	40	42	±4	4.2	±0.1	
Not Deployed Past 12 Months	76	±2	1	1	12	39	47	±2	4.3	±0.1	
Deployed Past 12 Months	74	±2	1	1	15	40	42	±3	4.2	±0.1	
<b>WHITE</b>	79	±2	1	1	13	40	46	±2	4.3	±0.1	
Army	81	±3	1	1	13	38	47	±4	4.3	±0.1	
Navy	77	±3	0	0	17	45	38	±4	4.2	±0.1	
Marine Corps	80	±5	1	0	12	42	45	±6	4.3	±0.1	
Air Force	77	±3	1	0	10	36	53	±4	4.4	±0.1	
Enlisted	78	±2	1	1	14	39	46	±3	4.3	±0.1	
E1 – E4	75	±3	1	1	16	36	46	±4	4.2	±0.1	
E5 – E9	80	±2	1	0	12	41	46	±3	4.3	±0.1	
Officers	82	±3	0	0	9	43	47	±4	4.4	±0.1	
O1 – O3	80	±4	0	0	12	42	46	±6	4.3	±0.1	
O4 – O6	84	±4	0	0	4	46	49	±5	4.4	±0.1	
<b>BLACK</b>	68	±3	1	1	14	39	45	±3	4.2	±0.1	
Army	71	±4	2	2	12	38	46	±5	4.3	±0.1	
Navy	67	±4	1	1	15	42	40	±5	4.2	±0.1	
Marine Corps	63	±5	1	1	16	42	39	±6	4.2	±0.1	
Air Force	66	±4	0	1	13	37	49	±5	4.3	±0.1	
Enlisted	68	±3	1	1	14	38	45	±4	4.2	±0.1	
E1 – E4	61	±5	3	2	19	34	42	±7	4.1	±0.2	
E5 – E9	72	±3	1	1	12	40	46	±4	4.3	±0.1	
Officers	71	±4	1	1	8	48	43	±5	4.3	±0.1	
O1 – O3	67	±5	1	0	11	49	38	±6	4.2	±0.1	
O4 – O6	74	±4	0	1	5	50	44	±7	4.4	±0.1	
<b>HISPANIC</b>	69	±3	0	1	15	40	45	±4	4.3	±0.1	
Army	71	±4	0	1	14	40	45	±5	4.3	±0.1	
Navy	67	±5	0	1	19	46	34	±6	4.1	±0.1	
Marine Corps	68	±6	1	0	15	36	48	±8	4.3	±0.2	
Air Force	66	±6	0	1	12	35	51	±7	4.4	±0.2	
Enlisted	68	±3	0	1	16	39	44	±4	4.3	±0.1	
E1 – E4	65	±5	0	0	19	34	47	±6	4.3	±0.1	
E5 – E9	72	±3	1	1	13	43	42	±4	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81h. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	72	±6	0	1	6	47	46	±6	4.4	±0.1	
O1 – O3	71	±8	1	0	8	46	45	±8	4.3	±0.1	
O4 – O6	79	±4	0	0	3	43	53	±9	4.5	±0.1	
AIAN	73	±8	0	NR	14	40	39	±10	4.1	±0.3	
Army	68	±13	0	1	12	NR	38	±17	4.2	±0.2	
Navy	75	±11	0	NR	NR	35	34	±12	4.0	±0.3	
Marine Corps	72	±15	1	NR	10	NR	NR	±10	NR		
Air Force	83	±7	0	0	5	NR	NR	±4	4.6	±0.2	
Enlisted	70	±8	0	NR	14	37	41	±11	4.1	±0.4	
E1 – E4	63	±14	0	NR	12	36	NR	±17	NR		
E5 – E9	78	±9	0	0	17	38	46	±11	4.3	±0.2	
Officers	89	±10	0	1	NR	NR	NR	±1	4.2	±0.4	
O1 – O3	89	±9	0	1	NR	NR	NR	±3	NR		
O4 – O6	87	±18	0	1	3	NR	NR	±6	NR		
ASIAN	68	±4	1	1	14	43	41	±5	4.2	±0.1	
Army	71	±7	1	1	18	41	39	±7	4.2	±0.2	
Navy	70	±5	NR	0	14	44	38	±6	4.1	±0.2	
Marine Corps	64	±13	1	1	13	39	46	±13	4.3	±0.2	
Air Force	63	±6	0	1	10	44	45	±7	4.3	±0.1	
Enlisted	67	±4	2	1	16	43	39	±6	4.2	±0.1	
E1 – E4	61	±7	NR	1	18	41	36	±7	4.1	±0.3	
E5 – E9	70	±5	1	0	15	44	41	±5	4.2	±0.1	
Officers	76	±6	0	0	9	43	48	±9	4.4	±0.1	
O1 – O3	74	±8	0	0	9	42	49	±11	4.4	±0.2	
O4 – O6	78	±8	0	1	8	46	46	±13	4.4	±0.2	
NHPI	69	±8	0	0	13	49	38	±12	4.2	±0.2	
Army	74	±12	NR	NR	12	NR	35	±17	4.2	±0.2	
Navy	52	±14	0	0	25	36	40	±13	4.1	±0.2	
Marine Corps	54	±13	0	1	10	36	53	±11	4.4	±0.2	
Air Force	77	±7	1	0	10	48	41	±15	4.3	±0.2	
Enlisted	68	±8	0	0	14	47	39	±13	4.2	±0.2	
Officers	91	±8	NR	NR	2	NR	NR	±5	4.2	±0.2	
TWO OR MORE RACES	73	±6	4	2	14	45	35	±7	4.0	±0.2	
Army	75	±11	10	3	6	48	33	±15	3.9	±0.4	
Navy	69	±9	1	2	20	43	33	±11	4.0	±0.2	
Marine Corps	69	±19	0	NR	NR	NR	18	±12	3.8	±0.3	
Air Force	77	±7	0	0	14	41	45	±11	4.3	±0.2	
Enlisted	72	±6	3	1	16	43	36	±8	4.1	±0.2	
E1 – E4	69	±10	6	2	15	42	34	±13	3.9	±0.3	
E5 – E9	76	±7	0	0	17	44	39	±9	4.2	±0.2	
Officers	78	±9	NR	NR	5	55	26	±14	3.9	±0.4	
O1 – O3	77	±11	NR	NR	5	NR	28	±16	4.0	±0.4	
O4 – O6	78	±17	0	NR	5	NR	21	±13	3.9	±0.5	
COAST GUARD	82	±2	0	0	11	49	39	±3	4.3	±0.1	
White	85	±3	0	0	10	50	39	±4	4.3	±0.1	
Black	73	±3	1	1	15	49	34	±4	4.1	±0.1	
Hispanic	76	±4	1	1	14	44	40	±5	4.2	±0.1	
Other Race/Ethnicity	77	±5	0	0	17	43	40	±7	4.2	±0.2	
Enlisted	81	±3	0	0	13	47	39	±4	4.2	±0.1	
Officers	89	±3	0	0	5	56	39	±5	4.3	±0.1	
Male	83	±3	0	0	11	49	39	±4	4.3	±0.1	
Female	77	±3	0	1	11	47	41	±4	4.3	±0.1	
Not Deployed Past 12 Months	83	±3	0	0	12	47	41	±4	4.3	±0.1	
Deployed Past 12 Months	79	±5	0	1	9	56	35	±7	4.2	±0.1	

NR: Not reportable

**81. The training I have received...****i. Provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs.**1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
<b>TOTAL DOD</b>	75	±2	1	1	13	39	46	±2	4.3	±0.1	
Army	77	±2	1	1	12	38	47	±3	4.3	±0.1	
Navy	73	±2	1	1	17	44	38	±3	4.2	±0.1	
Marine Corps	75	±3	1	1	13	41	44	±5	4.3	±0.1	
Air Force	74	±2	0	1	11	36	52	±3	4.4	±0.1	
Enlisted	74	±2	1	1	14	39	46	±2	4.3	±0.1	
E1 – E4	71	±2	1	2	16	35	45	±3	4.2	±0.1	
E5 – E9	77	±2	1	1	12	41	46	±2	4.3	±0.1	
Officers	81	±2	1	1	10	43	46	±3	4.3	±0.1	
O1 – O3	78	±3	0	1	13	41	45	±5	4.3	±0.1	
O4 – O6	82	±3	0	1	6	46	47	±4	4.4	±0.1	
Male	76	±2	1	1	13	39	46	±2	4.3	±0.1	
Female	70	±3	1	1	16	40	42	±4	4.2	±0.1	
Not Deployed Past 12 Months	75	±2	1	1	12	39	48	±2	4.3	±0.1	
Deployed Past 12 Months	74	±2	1	1	15	40	42	±3	4.2	±0.1	
<b>WHITE</b>	79	±2	1	1	13	39	47	±2	4.3	±0.1	
Army	81	±3	1	1	12	37	48	±4	4.3	±0.1	
Navy	77	±3	0	1	16	45	38	±4	4.2	±0.1	
Marine Corps	80	±5	1	0	12	42	45	±6	4.3	±0.1	
Air Force	77	±3	1	1	10	35	53	±4	4.4	±0.1	
Enlisted	78	±2	1	1	13	38	47	±3	4.3	±0.1	
E1 – E4	75	±3	1	1	15	36	47	±4	4.3	±0.1	
E5 – E9	80	±2	1	1	11	41	47	±3	4.3	±0.1	
Officers	83	±3	0	1	11	42	47	±4	4.3	±0.1	
O1 – O3	80	±4	0	1	14	40	46	±6	4.3	±0.1	
O4 – O6	83	±4	0	0	6	46	48	±5	4.4	±0.1	
<b>BLACK</b>	69	±3	1	1	14	39	44	±3	4.2	±0.1	
Army	71	±4	1	2	13	38	46	±5	4.2	±0.1	
Navy	67	±4	1	1	18	41	39	±5	4.2	±0.1	
Marine Corps	64	±5	2	2	17	41	39	±6	4.1	±0.1	
Air Force	66	±4	0	1	12	37	49	±5	4.3	±0.1	
Enlisted	68	±3	1	1	15	38	44	±4	4.2	±0.1	
E1 – E4	61	±5	2	2	21	34	40	±7	4.1	±0.2	
E5 – E9	72	±3	1	1	12	40	47	±4	4.3	±0.1	
Officers	71	±4	0	1	8	48	43	±5	4.3	±0.1	
O1 – O3	67	±5	0	1	12	49	38	±6	4.2	±0.1	
O4 – O6	74	±4	0	1	5	50	44	±7	4.3	±0.1	
<b>HISPANIC</b>	69	±3	1	1	15	39	45	±4	4.3	±0.1	
Army	71	±4	1	1	12	40	46	±5	4.3	±0.1	
Navy	67	±5	1	1	19	45	34	±6	4.1	±0.1	
Marine Corps	69	±6	1	1	15	35	49	±8	4.3	±0.2	
Air Force	66	±6	0	2	13	34	52	±7	4.4	±0.2	
Enlisted	68	±3	1	1	15	38	45	±4	4.3	±0.1	
E1 – E4	65	±5	0	1	18	32	49	±6	4.3	±0.1	
E5 – E9	72	±3	1	1	13	44	42	±4	4.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81i. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	72	±6	0	1	7	46	47	±6	4.4	±0.1	
O1 – O3	71	±8	1	1	9	44	45	±8	4.3	±0.1	
O4 – O6	79	±4	0	0	5	42	53	±9	4.5	±0.1	
AIAN	72	±8	0	NR	13	42	38	±11	4.1	±0.3	
Army	68	±13	0	1	12	NR	39	±17	4.2	±0.2	
Navy	75	±11	0	NR	21	44	33	±17	4.1	±0.3	
Marine Corps	72	±15	1	NR	11	NR	NR	±11	NR		
Air Force	83	±7	0	0	6	NR	NR	±4	4.5	±0.3	
Enlisted	70	±8	0	NR	15	38	39	±11	4.1	±0.4	
E1 – E4	62	±14	0	NR	14	34	NR	±17	NR		
E5 – E9	77	±9	0	0	16	41	42	±11	4.2	±0.2	
Officers	89	±10	0	0	3	NR	NR	±3	4.3	±0.3	
O1 – O3	89	±9	0	0	3	NR	NR	±4	4.2	±0.2	
O4 – O6	87	±18	0	0	3	NR	NR	±6	NR		
ASIAN	68	±4	2	1	16	41	41	±5	4.2	±0.1	
Army	71	±7	1	1	20	39	39	±7	4.1	±0.2	
Navy	70	±5	NR	1	16	42	38	±6	4.1	±0.2	
Marine Corps	64	±13	1	1	14	38	46	±13	4.3	±0.2	
Air Force	62	±6	0	1	11	43	45	±7	4.3	±0.1	
Enlisted	66	±4	2	1	17	41	39	±5	4.1	±0.1	
E1 – E4	61	±7	NR	1	19	39	37	±7	4.0	±0.3	
E5 – E9	70	±5	1	1	16	43	40	±5	4.2	±0.1	
Officers	75	±6	0	0	10	42	47	±9	4.4	±0.1	
O1 – O3	74	±8	0	0	11	41	48	±11	4.4	±0.2	
O4 – O6	78	±8	0	1	10	44	45	±13	4.3	±0.2	
NHPI	69	±8	0	0	11	52	37	±12	4.3	±0.2	
Army	74	±12	NR	NR	9	NR	33	±17	4.2	±0.2	
Navy	52	±14	0	0	21	38	41	±13	4.2	±0.2	
Marine Corps	54	±13	0	1	10	34	55	±11	4.4	±0.2	
Air Force	77	±7	0	0	11	48	42	±15	4.3	±0.2	
Enlisted	68	±8	0	0	12	50	38	±12	4.3	±0.2	
Officers	91	±8	NR	NR	2	NR	NR	±5	4.2	±0.2	
TWO OR MORE RACES	73	±6	4	3	13	42	38	±7	4.1	±0.2	
Army	74	±11	10	1	6	44	39	±15	4.0	±0.4	
Navy	69	±9	1	2	19	41	37	±11	4.1	±0.2	
Marine Corps	69	±19	0	NR	NR	NR	19	±12	3.7	±0.5	
Air Force	77	±7	0	0	13	39	48	±11	4.3	±0.2	
Enlisted	72	±6	3	2	14	41	40	±8	4.1	±0.2	
E1 – E4	69	±10	7	NR	14	37	39	±13	4.0	±0.4	
E5 – E9	76	±7	0	0	15	45	40	±9	4.2	±0.2	
Officers	79	±9	NR	NR	5	49	31	±14	3.9	±0.4	
O1 – O3	77	±11	NR	NR	5	NR	31	±16	4.0	±0.4	
O4 – O6	78	±17	0	NR	5	NR	NR	±6	NR		
COAST GUARD	82	±2	0	1	12	46	40	±3	4.3	±0.1	
White	85	±3	0	1	11	48	40	±4	4.3	±0.1	
Black	73	±3	2	2	17	47	33	±4	4.1	±0.1	
Hispanic	76	±4	1	2	16	41	41	±5	4.2	±0.1	
Other Race/Ethnicity	77	±5	0	1	15	43	42	±7	4.2	±0.1	
Enlisted	81	±3	0	0	14	45	40	±4	4.2	±0.1	
Officers	89	±3	0	2	7	51	40	±5	4.3	±0.1	
Male	83	±3	0	1	12	46	40	±4	4.3	±0.1	
Female	77	±3	1	1	12	45	41	±4	4.2	±0.1	
Not Deployed Past 12 Months	84	±3	0	1	13	45	41	±4	4.3	±0.1	
Deployed Past 12 Months	78	±5	0	1	9	52	38	±7	4.3	±0.1	

NR: Not reportable



## 81. The training I have received...

## j. Promotes religious tolerance.

1. Strongly disagree  
4. Agree2. Disagree  
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	75	±2	2	2	20	36	40	±2	4.1	±0.1	
Army	77	±2	2	3	19	35	41	±3	4.1	±0.1	
Navy	73	±2	2	3	24	38	33	±3	4.0	±0.1	
Marine Corps	75	±3	1	1	21	38	38	±5	4.1	±0.1	
Air Force	74	±2	1	2	16	34	47	±3	4.2	±0.1	
Enlisted	74	±2	2	2	20	35	41	±2	4.1	±0.1	
E1 – E4	71	±2	2	3	22	32	41	±3	4.1	±0.1	
E5 – E9	77	±2	1	2	19	38	40	±2	4.1	±0.1	
Officers	81	±2	2	3	17	39	39	±3	4.1	±0.1	
O1 – O3	78	±3	2	3	20	37	39	±5	4.1	±0.1	
O4 – O6	82	±3	2	4	13	42	39	±4	4.1	±0.1	
Male	76	±2	2	2	19	36	41	±2	4.1	±0.1	
Female	70	±3	2	3	22	36	37	±4	4.0	±0.1	
Not Deployed Past 12 Months	76	±2	1	2	18	36	42	±2	4.2	±0.1	
Deployed Past 12 Months	75	±2	2	3	22	36	37	±3	4.0	±0.1	
WHITE	79	±2	2	2	19	36	41	±2	4.1	±0.1	
Army	81	±3	2	3	19	34	42	±4	4.1	±0.1	
Navy	77	±3	1	3	23	38	34	±4	4.0	±0.1	
Marine Corps	80	±5	1	1	20	40	38	±6	4.1	±0.1	
Air Force	77	±3	1	2	14	34	48	±4	4.3	±0.1	
Enlisted	78	±2	2	2	19	35	42	±3	4.1	±0.1	
E1 – E4	75	±3	2	2	20	33	42	±4	4.1	±0.1	
E5 – E9	81	±2	2	2	18	37	41	±3	4.1	±0.1	
Officers	83	±3	2	3	17	38	39	±4	4.1	±0.1	
O1 – O3	80	±4	2	3	21	35	39	±6	4.1	±0.1	
O4 – O6	83	±4	2	3	13	42	40	±5	4.1	±0.1	
BLACK	68	±3	1	2	21	36	40	±3	4.1	±0.1	
Army	71	±4	1	3	18	36	42	±5	4.1	±0.1	
Navy	67	±4	2	3	25	38	32	±5	4.0	±0.1	
Marine Corps	64	±5	2	2	25	38	33	±6	4.0	±0.1	
Air Force	66	±4	1	1	20	32	45	±5	4.2	±0.1	
Enlisted	68	±3	1	3	21	35	40	±4	4.1	±0.1	
E1 – E4	61	±5	2	4	25	31	38	±7	4.0	±0.2	
E5 – E9	72	±3	1	2	19	38	41	±4	4.2	±0.1	
Officers	71	±4	1	2	17	43	37	±5	4.1	±0.1	
O1 – O3	67	±5	2	3	20	40	36	±6	4.1	±0.1	
O4 – O6	74	±4	1	1	17	46	35	±7	4.1	±0.1	
HISPANIC	69	±3	1	2	21	35	41	±4	4.1	±0.1	
Army	71	±4	1	2	19	34	43	±5	4.2	±0.1	
Navy	67	±5	1	2	26	41	30	±6	4.0	±0.1	
Marine Corps	69	±6	1	1	25	30	44	±8	4.2	±0.2	
Air Force	66	±6	1	2	16	34	48	±7	4.3	±0.2	
Enlisted	69	±3	1	2	22	34	41	±4	4.1	±0.1	
E1 – E4	65	±5	0	2	26	28	45	±6	4.1	±0.2	
E5 – E9	72	±3	2	2	19	39	39	±4	4.1	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

81j. Continued	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
Officers	73	±6	1	3	13	44	39	±6	4.2	±0.1	
O1 – O3	71	±8	1	2	15	42	39	±8	4.2	±0.1	
O4 – O6	80	±4	1	3	9	43	44	±9	4.3	±0.2	
AIAN	72	±8	1	NR	18	40	35	±11	4.0	±0.3	
Army	68	±13	1	0	17	NR	34	±17	4.1	±0.2	
Navy	74	±11	0	3	30	37	31	±15	3.9	±0.3	
Marine Corps	72	±15	1	NR	16	NR	NR	±15	NR		
Air Force	83	±7	1	1	8	NR	NR	±6	4.4	±0.3	
Enlisted	69	±8	1	NR	21	33	37	±11	4.0	±0.3	
E1 – E4	62	±14	1	NR	20	27	NR	±17	NR		
E5 – E9	77	±9	1	1	21	38	39	±11	4.1	±0.2	
Officers	88	±10	0	1	5	NR	NR	±5	4.1	±0.2	
O1 – O3	88	±9	0	2	6	NR	NR	±7	4.1	±0.2	
O4 – O6	87	±18	1	0	5	NR	NR	±10	4.2	±0.3	
ASIAN	68	±4	2	1	21	39	37	±5	4.1	±0.1	
Army	71	±7	1	2	25	38	34	±7	4.0	±0.2	
Navy	69	±5	NR	1	21	40	35	±6	4.0	±0.2	
Marine Corps	64	±13	1	2	18	35	43	±14	4.2	±0.2	
Air Force	62	±6	1	1	17	42	40	±7	4.2	±0.1	
Enlisted	66	±4	2	2	22	39	35	±6	4.0	±0.1	
E1 – E4	61	±7	NR	2	22	38	35	±7	4.0	±0.3	
E5 – E9	70	±5	1	1	23	40	35	±5	4.1	±0.1	
Officers	75	±6	0	1	17	39	42	±9	4.2	±0.2	
O1 – O3	74	±8	0	0	19	38	42	±12	4.2	±0.2	
O4 – O6	78	±8	0	1	14	42	42	±14	4.2	±0.2	
NHPI	69	±8	0	1	15	53	31	±12	4.1	±0.2	
Army	74	±12	NR	NR	13	61	27	±17	4.1	±0.2	
Navy	51	±14	0	3	25	37	35	±12	4.0	±0.2	
Marine Corps	53	±13	0	3	20	31	45	±11	4.2	±0.2	
Air Force	77	±7	1	2	15	45	37	±16	4.2	±0.1	
Enlisted	68	±9	0	1	16	51	32	±12	4.1	±0.2	
Officers	91	±8	NR	1	5	NR	NR	±7	4.1	±0.2	
TWO OR MORE RACES	73	±6	4	3	26	35	31	±7	3.9	±0.2	
Army	75	±11	9	6	16	37	32	±15	3.8	±0.4	
Navy	69	±9	4	4	31	32	29	±11	3.8	±0.3	
Marine Corps	69	±19	1	0	NR	NR	16	±11	3.8	±0.3	
Air Force	78	±7	1	1	31	29	38	±11	4.0	±0.2	
Enlisted	72	±6	4	2	26	36	32	±8	3.9	±0.2	
E1 – E4	69	±10	7	2	24	36	31	±13	3.8	±0.3	
E5 – E9	76	±7	1	3	28	35	33	±9	4.0	±0.2	
Officers	79	±9	NR	9	25	33	24	±16	3.6	±0.4	
O1 – O3	77	±11	NR	NR	17	NR	29	±17	3.8	±0.5	
O4 – O6	78	±17	0	NR	NR	18	16	±12	3.4	±0.4	
COAST GUARD	82	±2	1	3	22	41	34	±3	4.0	±0.1	
White	85	±3	1	3	20	42	34	±4	4.0	±0.1	
Black	73	±3	2	3	29	40	26	±4	3.8	±0.1	
Hispanic	76	±4	1	2	25	34	37	±5	4.0	±0.1	
Other Race/Ethnicity	77	±5	1	2	26	38	33	±7	4.0	±0.2	
Enlisted	81	±3	1	2	22	39	35	±4	4.1	±0.1	
Officers	89	±3	1	6	20	46	27	±5	3.9	±0.1	
Male	83	±3	1	3	21	41	34	±4	4.0	±0.1	
Female	77	±3	2	4	25	39	30	±4	3.9	±0.1	
Not Deployed Past 12 Months	84	±3	1	3	22	40	34	±4	4.0	±0.1	
Deployed Past 12 Months	78	±5	1	3	19	44	32	±7	4.0	±0.2	

NR: Not reportable

**82. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?**

1. Not at all effective

2. Slightly effective

3. Moderately effective

4. Very effective

	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
<b>TOTAL DOD</b>	76	±1	8	17	43	32	±2	3.0	±0.1	
Army	78	±2	10	18	42	30	±3	2.9	±0.1	
Navy	73	±2	8	18	46	28	±3	2.9	±0.1	
Marine Corps	76	±3	8	18	42	32	±5	3.0	±0.1	
Air Force	74	±2	5	15	43	38	±3	3.1	±0.1	
Enlisted	74	±2	8	16	43	33	±2	3.0	±0.1	
E1 – E4	71	±2	9	18	41	32	±3	3.0	±0.1	
E5 – E9	78	±2	7	15	44	34	±2	3.0	±0.1	
Officers	81	±2	7	22	45	26	±3	2.9	±0.1	
O1 – O3	79	±3	8	24	43	26	±5	2.9	±0.1	
O4 – O6	82	±3	5	21	48	26	±4	3.0	±0.1	
Male	76	±2	8	17	43	32	±2	3.0	±0.1	
Female	70	±3	7	20	45	28	±4	3.0	±0.1	
Not Deployed Past 12 Months	76	±2	7	17	43	34	±2	3.0	±0.1	
Deployed Past 12 Months	75	±2	10	18	44	28	±3	2.9	±0.1	
<b>WHITE</b>	79	±2	9	18	43	30	±2	2.9	±0.1	
Army	82	±3	10	20	42	27	±4	2.9	±0.1	
Navy	77	±3	9	19	47	25	±4	2.9	±0.1	
Marine Corps	81	±5	9	19	41	30	±6	2.9	±0.2	
Air Force	78	±3	5	15	43	37	±4	3.1	±0.1	
Enlisted	78	±2	9	17	43	31	±3	3.0	±0.1	
E1 – E4	75	±3	10	19	41	30	±4	2.9	±0.1	
E5 – E9	81	±2	8	16	45	31	±3	3.0	±0.1	
Officers	83	±3	7	23	45	25	±4	2.9	±0.1	
O1 – O3	81	±4	9	25	40	25	±6	2.8	±0.1	
O4 – O6	84	±4	4	21	50	25	±5	3.0	±0.1	
<b>BLACK</b>	69	±3	6	15	41	38	±3	3.1	±0.1	
Army	72	±4	8	14	38	40	±5	3.1	±0.1	
Navy	68	±4	5	18	42	35	±5	3.1	±0.1	
Marine Corps	65	±5	5	16	45	34	±6	3.1	±0.1	
Air Force	66	±4	4	12	45	39	±5	3.2	±0.1	
Enlisted	69	±3	7	15	40	38	±3	3.1	±0.1	
E1 – E4	62	±5	9	17	35	39	±7	3.0	±0.2	
E5 – E9	73	±3	6	13	43	38	±4	3.1	±0.1	
Officers	71	±4	3	17	45	35	±5	3.1	±0.1	
O1 – O3	68	±5	4	20	47	29	±6	3.0	±0.1	
O4 – O6	73	±4	5	16	43	37	±8	3.1	±0.2	
<b>HISPANIC</b>	69	±3	5	14	43	37	±4	3.1	±0.1	
Army	71	±4	6	14	44	36	±5	3.1	±0.1	
Navy	68	±5	5	15	47	33	±6	3.1	±0.1	
Marine Corps	68	±6	5	12	44	39	±8	3.2	±0.2	
Air Force	66	±6	5	15	38	43	±7	3.2	±0.2	
Enlisted	69	±3	6	14	43	38	±4	3.1	±0.1	
E1 – E4	64	±5	5	12	45	38	±6	3.2	±0.1	
E5 – E9	72	±3	6	14	42	37	±4	3.1	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training from military sources on topics related to racial/ethnic harassment and discrimination (Q79).

82. Continued	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
Officers	73	±6	4	19	46	32	±6	3.1	±0.1	
O1 – O3	72	±8	4	22	44	30	±8	3.0	±0.2	
O4 – O6	80	±4	4	18	46	32	±10	3.1	±0.2	
AIAN	73	±8	13	20	38	29	±15	2.8	±0.3	
Army	68	±13	10	NR	35	24	±14	2.7	±0.3	
Navy	76	±11	7	20	47	26	±14	2.9	±0.2	
Marine Corps	72	±15	NR	7	NR	NR	±7	NR		
Air Force	82	±7	4	7	NR	NR	±5	3.3	±0.3	
Enlisted	70	±8	15	17	37	31	±17	2.8	±0.3	
E1 – E4	63	±14	NR	NR	29	28	±17	2.6	±0.6	
E5 – E9	78	±9	10	12	43	34	±11	3.0	±0.3	
Officers	89	±10	2	NR	NR	NR	±3	NR		
O1 – O3	89	±9	3	10	NR	17	±17	3.0	±0.1	
O4 – O6	87	±18	2	NR	NR	8	±13	NR		
ASIAN	68	±4	5	15	47	33	±4	3.1	±0.1	
Army	71	±7	8	16	52	24	±7	2.9	±0.2	
Navy	70	±5	3	15	46	36	±6	3.1	±0.1	
Marine Corps	65	±14	11	15	39	35	±15	3.0	±0.3	
Air Force	63	±6	2	11	46	40	±7	3.2	±0.1	
Enlisted	67	±4	5	14	48	33	±4	3.1	±0.1	
E1 – E4	61	±7	6	17	48	30	±8	3.0	±0.2	
E5 – E9	71	±5	4	13	48	36	±5	3.2	±0.1	
Officers	76	±6	7	16	45	31	±10	3.0	±0.2	
O1 – O3	74	±8	NR	16	48	30	±13	3.0	±0.3	
O4 – O6	78	±8	NR	19	40	30	±14	2.9	±0.3	
NHPI	69	±8	6	11	45	37	±12	3.1	±0.2	
Army	74	±12	NR	12	NR	NR	±14	3.1	±0.3	
Navy	52	±14	10	11	37	43	±13	3.1	±0.3	
Marine Corps	54	±13	2	14	42	43	±11	3.3	±0.2	
Air Force	77	±7	4	6	41	49	±15	3.4	±0.2	
Enlisted	68	±8	7	10	45	39	±13	3.2	±0.2	
Officers	91	±8	1	NR	NR	NR	±3	NR		
TWO OR MORE RACES	74	±6	8	21	47	24	±7	2.9	±0.2	
Army	76	±11	15	24	45	16	±14	2.6	±0.3	
Navy	69	±9	8	16	51	25	±11	2.9	±0.2	
Marine Corps	69	±19	3	NR	NR	14	±10	2.9	±0.3	
Air Force	77	±7	2	21	41	36	±11	3.1	±0.2	
Enlisted	73	±6	7	21	46	25	±8	2.9	±0.2	
E1 – E4	69	±10	8	25	45	22	±13	2.8	±0.3	
E5 – E9	77	±7	7	18	48	28	±9	3.0	±0.2	
Officers	79	±9	13	19	52	16	±16	2.7	±0.3	
O1 – O3	77	±11	NR	12	66	14	±16	2.9	±0.3	
O4 – O6	78	±17	NR	NR	23	NR	±14	2.6	±0.5	
COAST GUARD	83	±2	5	17	47	31	±3	3.0	±0.1	
White	85	±3	5	17	48	30	±4	3.0	±0.1	
Black	73	±3	7	19	47	27	±4	2.9	±0.1	
Hispanic	77	±4	6	15	45	34	±5	3.1	±0.1	
Other Race/Ethnicity	77	±5	4	19	47	30	±7	3.0	±0.1	
Enlisted	81	±3	6	15	46	33	±4	3.1	±0.1	
Officers	89	±3	3	25	51	22	±5	2.9	±0.1	
Male	84	±3	5	17	47	31	±4	3.0	±0.1	
Female	77	±3	6	22	46	26	±4	2.9	±0.1	
Not Deployed Past 12 Months	84	±3	5	16	48	31	±4	3.0	±0.1	
Deployed Past 12 Months	79	±5	5	22	43	30	±7	3.0	±0.2	

NR: Not reportable

## 83. To what extent do you feel...

## a. Comfortable interacting with people from different racial/ethnic groups?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	4	3	13	28	52	±2	4.2	±0.1	
Army	87	±2	4	3	14	29	50	±3	4.2	±0.1	
Navy	90	±2	5	3	16	29	47	±3	4.1	±0.1	
Marine Corps	88	±3	5	5	14	26	50	±4	4.1	±0.1	
Air Force	92	±2	3	1	9	26	62	±3	4.4	±0.1	
Enlisted	88	±1	5	4	15	28	50	±2	4.1	±0.1	
E1 – E4	86	±2	6	5	18	27	45	±3	4.0	±0.1	
E5 – E9	89	±1	4	3	12	28	53	±2	4.3	±0.1	
Officers	94	±2	1	1	6	28	63	±3	4.5	±0.1	
O1 – O3	93	±2	1	2	7	28	62	±4	4.5	±0.1	
O4 – O6	96	±2	1	0	5	28	65	±4	4.6	±0.1	
Male	89	±1	4	3	13	28	52	±2	4.2	±0.1	
Female	88	±2	3	3	14	26	55	±3	4.3	±0.1	
Not Deployed Past 12 Months	90	±1	4	3	12	27	54	±2	4.2	±0.1	
Deployed Past 12 Months	88	±2	4	3	14	29	49	±3	4.2	±0.1	
WHITE	90	±2	3	3	12	29	53	±2	4.3	±0.1	
Army	88	±2	4	2	13	30	51	±4	4.2	±0.1	
Navy	91	±2	3	3	15	31	47	±4	4.1	±0.1	
Marine Corps	91	±3	4	4	12	29	51	±6	4.2	±0.2	
Air Force	92	±2	2	1	8	27	62	±3	4.5	±0.1	
Enlisted	89	±2	4	3	14	29	50	±3	4.2	±0.1	
E1 – E4	88	±3	5	4	16	28	47	±4	4.1	±0.1	
E5 – E9	90	±2	3	2	12	31	53	±3	4.3	±0.1	
Officers	95	±2	1	1	6	29	63	±4	4.5	±0.1	
O1 – O3	94	±3	1	2	6	29	62	±5	4.5	±0.1	
O4 – O6	96	±2	1	0	5	29	65	±5	4.6	±0.1	
BLACK	86	±2	5	5	15	25	49	±3	4.1	±0.1	
Army	84	±4	5	4	15	29	47	±5	4.1	±0.2	
Navy	89	±3	6	5	19	23	47	±5	4.0	±0.2	
Marine Corps	81	±5	6	9	15	22	47	±6	4.0	±0.2	
Air Force	91	±3	4	3	13	22	57	±4	4.2	±0.1	
Enlisted	86	±2	5	5	16	25	48	±3	4.0	±0.1	
E1 – E4	83	±4	7	7	23	25	38	±6	3.8	±0.2	
E5 – E9	88	±2	5	4	13	25	53	±3	4.2	±0.1	
Officers	91	±3	2	1	6	28	63	±5	4.5	±0.1	
O1 – O3	88	±4	2	1	7	26	63	±5	4.5	±0.1	
O4 – O6	94	±2	2	1	5	27	66	±7	4.5	±0.1	
HISPANIC	86	±2	6	3	13	25	52	±3	4.2	±0.1	
Army	84	±4	7	4	13	25	51	±5	4.1	±0.2	
Navy	86	±4	6	2	16	30	47	±6	4.1	±0.2	
Marine Corps	84	±5	7	7	14	24	49	±10	4.0	±0.2	
Air Force	92	±3	3	1	9	23	64	±6	4.4	±0.2	
Enlisted	85	±2	6	4	14	25	51	±3	4.1	±0.1	
E1 – E4	83	±4	7	4	16	25	47	±6	4.0	±0.2	
E5 – E9	88	±2	6	3	12	25	54	±4	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

83a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	90	±4	1	0	4	30	64	±6	4.5	±0.1	
O1 – O3	90	±6	2	0	7	26	65	±8	4.5	±0.1	
O4 – O6	96	±2	1	1	3	28	68	±8	4.6	±0.1	
AIAN	87	±5	7	3	21	18	50	±12	4.0	±0.3	
Army	85	±10	NR	3	NR	20	45	±15	3.9	±0.5	
Navy	86	±10	5	4	20	18	53	±15	4.1	±0.3	
Marine Corps	88	±9	5	3	NR	12	NR	±10	3.9	±0.6	
Air Force	94	±3	3	1	7	NR	67	±18	4.5	±0.2	
Enlisted	86	±6	8	3	19	19	51	±12	4.0	±0.3	
E1 – E4	85	±8	NR	4	NR	14	NR	±7	3.8	±0.6	
E5 – E9	86	±9	4	2	14	24	56	±10	4.2	±0.2	
Officers	94	±9	1	1	NR	NR	NR	±4	NR		
O1 – O3	97	±3	2	NR	2	13	81	±17	4.7	±0.3	
O4 – O6	91	±16	1	NR	NR	6	NR	±11	NR		
ASIAN	86	±3	7	4	20	24	44	±4	3.9	±0.1	
Army	85	±7	8	7	22	21	42	±7	3.8	±0.2	
Navy	87	±4	7	3	24	29	36	±5	3.8	±0.2	
Marine Corps	79	±15	8	4	18	19	51	±10	4.0	±0.2	
Air Force	90	±4	5	4	12	22	57	±6	4.2	±0.2	
Enlisted	85	±4	8	5	23	24	40	±4	3.8	±0.1	
E1 – E4	82	±7	11	4	28	22	36	±6	3.7	±0.2	
E5 – E9	87	±4	6	5	20	26	43	±5	3.9	±0.1	
Officers	93	±4	2	3	7	27	61	±7	4.4	±0.2	
O1 – O3	91	±5	1	4	8	25	61	±9	4.4	±0.2	
O4 – O6	96	±2	1	1	5	28	65	±12	4.6	±0.2	
NHPI	82	±7	5	7	17	24	47	±12	4.0	±0.3	
Army	83	±10	1	NR	20	27	NR	±17	4.0	±0.4	
Navy	71	±16	7	6	16	21	51	±12	4.0	±0.3	
Marine Corps	78	±13	4	1	14	21	59	±12	4.3	±0.3	
Air Force	91	±3	NR	1	9	17	55	±14	3.9	±0.7	
Enlisted	81	±7	5	8	18	25	44	±13	4.0	±0.3	
Officers	95	±4	0	0	3	10	86	±15	4.8	±0.2	
TWO OR MORE RACES	90	±3	3	3	14	23	56	±7	4.3	±0.2	
Army	88	±7	0	3	21	25	50	±14	4.2	±0.3	
Navy	88	±5	8	4	14	23	51	±12	4.0	±0.3	
Marine Corps	92	±6	2	NR	NR	18	NR	±17	4.2	±0.4	
Air Force	95	±2	3	1	5	23	69	±11	4.6	±0.2	
Enlisted	90	±4	4	3	15	24	55	±7	4.2	±0.2	
E1 – E4	88	±6	5	3	20	25	47	±11	4.0	±0.3	
E5 – E9	93	±4	2	2	10	23	63	±9	4.4	±0.2	
Officers	92	±7	0	NR	10	20	67	±13	4.5	±0.3	
O1 – O3	93	±7	0	NR	NR	20	62	±16	4.4	±0.3	
O4 – O6	87	±17	0	0	3	NR	NR	±4	4.7	±0.2	
COAST GUARD	91	±2	3	1	12	31	52	±3	4.3	±0.1	
White	92	±2	3	1	12	33	51	±4	4.3	±0.1	
Black	88	±3	4	3	13	27	52	±4	4.2	±0.1	
Hispanic	88	±4	6	2	12	23	58	±4	4.2	±0.2	
Other Race/Ethnicity	92	±4	4	1	16	25	55	±7	4.2	±0.2	
Enlisted	90	±2	4	1	14	29	51	±4	4.2	±0.1	
Officers	96	±2	1	1	5	38	55	±5	4.5	±0.1	
Male	92	±2	3	1	13	32	51	±4	4.3	±0.1	
Female	90	±2	3	1	10	26	61	±3	4.4	±0.1	
Not Deployed Past 12 Months	92	±2	3	1	13	32	51	±4	4.2	±0.1	
Deployed Past 12 Months	89	±4	3	1	10	29	57	±7	4.4	±0.2	

NR: Not reportable

## 83. To what extent do you feel...

## b. Pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?

1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	75	9	11	3	3	±2	1.5	±0.1	■
Army	87	±2	74	9	11	3	3	±3	1.5	±0.1	■
Navy	90	±2	72	11	13	2	2	±3	1.5	±0.1	■
Marine Corps	88	±3	71	10	13	3	3	±4	1.6	±0.1	■
Air Force	92	±2	83	6	7	2	3	±2	1.4	±0.1	■
Enlisted	88	±1	73	9	12	3	3	±2	1.5	±0.1	■
E1 – E4	86	±2	68	11	15	3	3	±3	1.6	±0.1	■
E5 – E9	89	±1	76	8	10	2	3	±2	1.5	±0.1	■
Officers	94	±2	87	5	4	2	2	±2	1.3	±0.1	■
O1 – O3	93	±2	85	7	5	2	2	±3	1.3	±0.1	■
O4 – O6	96	±2	91	4	3	2	1	±3	1.2	±0.1	■
Male	89	±1	75	9	11	3	3	±2	1.5	±0.1	■
Female	88	±2	79	7	11	2	2	±3	1.4	±0.1	■
Not Deployed Past 12 Months	89	±1	76	8	11	2	3	±2	1.5	±0.1	■
Deployed Past 12 Months	88	±2	73	9	11	3	3	±2	1.5	±0.1	■
WHITE	90	±2	77	8	10	2	2	±2	1.4	±0.1	■
Army	88	±2	76	8	11	3	2	±3	1.5	±0.1	■
Navy	91	±2	75	10	12	1	2	±4	1.5	±0.1	■
Marine Corps	91	±3	72	11	12	3	3	±6	1.5	±0.2	■
Air Force	92	±2	85	5	6	2	3	±3	1.3	±0.1	■
Enlisted	89	±2	75	9	11	3	3	±2	1.5	±0.1	■
E1 – E4	88	±3	70	11	14	3	2	±4	1.6	±0.1	■
E5 – E9	90	±2	79	8	9	2	3	±3	1.4	±0.1	■
Officers	95	±2	88	5	4	2	2	±3	1.2	±0.1	■
O1 – O3	93	±3	86	6	4	2	2	±4	1.3	±0.1	■
O4 – O6	96	±2	92	3	2	2	1	±3	1.2	±0.1	■
BLACK	86	±2	70	10	14	3	4	±3	1.6	±0.1	■
Army	84	±4	70	9	13	3	5	±5	1.6	±0.2	■
Navy	89	±3	66	12	16	4	2	±5	1.6	±0.1	■
Marine Corps	82	±5	63	10	19	5	3	±5	1.8	±0.1	■
Air Force	91	±3	77	9	10	2	3	±4	1.4	±0.1	■
Enlisted	86	±2	69	10	15	3	4	±3	1.6	±0.1	■
E1 – E4	83	±4	61	11	20	4	4	±6	1.8	±0.2	■
E5 – E9	88	±2	73	9	12	3	4	±3	1.5	±0.1	■
Officers	91	±3	83	8	5	3	2	±4	1.3	±0.1	■
O1 – O3	87	±4	80	10	6	2	2	±4	1.3	±0.1	■
O4 – O6	94	±2	88	7	3	1	1	±3	1.2	±0.1	■
HISPANIC	85	±2	74	9	12	3	3	±3	1.5	±0.1	■
Army	83	±4	73	10	11	2	3	±5	1.5	±0.1	■
Navy	86	±4	71	9	14	3	2	±5	1.5	±0.1	■
Marine Corps	84	±5	71	8	15	3	4	±8	1.6	±0.2	■
Air Force	91	±3	81	5	7	3	4	±6	1.4	±0.2	■
Enlisted	85	±2	73	9	13	3	3	±3	1.5	±0.1	■
E1 – E4	82	±4	70	11	15	2	3	±5	1.6	±0.1	■
E5 – E9	87	±3	75	7	10	3	3	±3	1.5	±0.1	■

Note. Percent responding are active duty members who answered the question.

83b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	90	±4	86	6	4	2	2	±5	1.3	±0.1	
O1 – O3	89	±6	85	4	4	3	4	±4	1.3	±0.1	
O4 – O6	95	±2	92	3	2	1	2	±3	1.2	±0.1	
AIAN	87	±5	76	9	11	2	2	±7	1.5	±0.2	
Army	85	±10	74	13	9	2	1	±11	1.4	±0.2	
Navy	86	±10	71	6	17	4	2	±16	1.6	±0.3	
Marine Corps	88	±9	79	4	11	1	NR	±16	1.5	±0.4	
Air Force	94	±3	NR	NR	5	2	1	±4	1.3	±0.2	
Enlisted	86	±6	73	10	12	2	2	±8	1.5	±0.2	
E1 – E4	85	±8	75	7	12	3	3	±11	1.5	±0.3	
E5 – E9	86	±9	72	12	13	2	2	±12	1.5	±0.2	
Officers	94	±9	NR	NR	1	1	0	±2	1.2	±0.2	
O1 – O3	97	±3	92	4	2	1	1	±10	1.1	±0.2	
O4 – O6	91	±16	NR	NR	1	0	0	±2	NR		
ASIAN	86	±3	65	11	18	4	3	±4	1.7	±0.1	
Army	86	±7	66	11	18	3	2	±7	1.6	±0.2	
Navy	87	±4	57	13	22	4	4	±6	1.9	±0.2	
Marine Corps	79	±15	73	8	15	2	2	±7	1.5	±0.2	
Air Force	90	±4	73	8	13	4	2	±7	1.5	±0.2	
Enlisted	85	±4	60	12	21	4	3	±4	1.8	±0.1	
E1 – E4	82	±7	58	10	26	4	2	±7	1.8	±0.2	
E5 – E9	87	±4	62	13	17	5	3	±5	1.7	±0.2	
Officers	93	±4	83	7	7	2	1	±5	1.3	±0.1	
O1 – O3	92	±5	79	8	9	2	1	±8	1.4	±0.2	
O4 – O6	96	±2	91	4	4	1	1	±3	1.2	±0.1	
NHPI	82	±7	66	11	16	3	4	±11	1.7	±0.2	
Army	83	±10	60	15	18	2	4	±17	1.7	±0.3	
Navy	71	±16	64	7	17	4	NR	±14	1.8	±0.5	
Marine Corps	78	±13	75	3	17	2	3	±10	1.6	±0.3	
Air Force	91	±3	84	3	8	3	2	±6	1.4	±0.2	
Enlisted	81	±7	64	11	17	3	4	±11	1.7	±0.2	
Officers	96	±4	95	2	2	NR	NR	±9	1.1	±0.2	
TWO OR MORE RACES	90	±3	77	10	9	1	3	±6	1.4	±0.2	
Army	88	±7	74	10	10	1	5	±13	1.5	±0.3	
Navy	87	±6	72	16	9	2	2	±11	1.5	±0.2	
Marine Corps	93	±6	NR	8	NR	1	1	±13	1.5	±0.4	
Air Force	94	±3	87	5	4	1	3	±7	1.3	±0.2	
Enlisted	90	±4	76	10	10	1	3	±7	1.4	±0.2	
E1 – E4	88	±6	71	11	13	1	3	±11	1.5	±0.3	
E5 – E9	92	±4	82	9	6	1	3	±7	1.3	±0.2	
Officers	91	±7	81	9	3	NR	NR	±13	1.4	±0.4	
O1 – O3	92	±7	85	11	3	0	1	±14	1.2	±0.2	
O4 – O6	87	±17	NR	6	1	NR	1	±8	NR		
COAST GUARD	91	±2	78	6	11	2	3	±3	1.4	±0.1	
White	92	±2	79	6	10	2	2	±4	1.4	±0.1	
Black	88	±3	77	9	10	2	2	±3	1.4	±0.1	
Hispanic	88	±4	77	5	11	2	4	±4	1.5	±0.2	
Other Race/Ethnicity	91	±4	75	6	15	2	3	±6	1.5	±0.2	
Enlisted	90	±2	76	6	12	2	3	±3	1.5	±0.1	
Officers	97	±2	86	7	3	2	2	±4	1.3	±0.1	
Male	91	±2	78	6	11	3	3	±3	1.5	±0.1	
Female	90	±2	83	7	7	1	2	±3	1.3	±0.1	
Not Deployed Past 12 Months	92	±2	80	6	10	2	2	±3	1.4	±0.1	
Deployed Past 12 Months	89	±4	73	7	11	4	4	±6	1.6	±0.2	

NR: Not reportable



## 83. To what extent do you feel...

## c. Uneasy being around people who are of racial/ethnic backgrounds different from yours?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	74	10	10	2	3	±2	1.5	±0.1	■
Army	87	±2	74	10	10	3	3	±3	1.5	±0.1	■
Navy	90	±2	70	13	13	2	2	±3	1.5	±0.1	■
Marine Corps	88	±3	71	10	14	3	2	±4	1.5	±0.1	■
Air Force	92	±2	80	8	7	2	4	±2	1.4	±0.1	■
Enlisted	88	±1	73	10	12	2	3	±2	1.5	±0.1	■
E1 – E4	86	±2	69	10	15	3	3	±3	1.6	±0.1	■
E5 – E9	89	±1	76	10	9	2	3	±2	1.5	±0.1	■
Officers	94	±2	81	11	3	1	3	±3	1.3	±0.1	■
O1 – O3	93	±2	80	12	4	1	3	±4	1.4	±0.1	■
O4 – O6	95	±2	84	10	2	2	2	±3	1.3	±0.1	■
Male	89	±1	74	10	10	2	3	±2	1.5	±0.1	■
Female	88	±2	77	9	10	1	2	±3	1.4	±0.1	■
Not Deployed Past 12 Months	90	±1	75	10	10	2	3	±2	1.5	±0.1	■
Deployed Past 12 Months	88	±2	72	11	11	3	3	±2	1.5	±0.1	■
WHITE	90	±2	75	11	9	2	3	±2	1.5	±0.1	■
Army	89	±2	75	11	10	2	3	±3	1.5	±0.1	■
Navy	91	±2	72	13	11	2	2	±4	1.5	±0.1	■
Marine Corps	91	±3	72	10	13	3	2	±6	1.5	±0.2	■
Air Force	93	±2	80	9	6	1	4	±3	1.4	±0.1	■
Enlisted	89	±2	74	10	11	2	3	±2	1.5	±0.1	■
E1 – E4	89	±3	70	11	14	3	3	±4	1.6	±0.1	■
E5 – E9	90	±2	77	10	8	2	3	±3	1.4	±0.1	■
Officers	95	±2	82	11	3	1	3	±3	1.3	±0.1	■
O1 – O3	94	±3	80	13	3	1	3	±4	1.3	±0.1	■
O4 – O6	96	±2	83	11	2	2	2	±4	1.3	±0.1	■
BLACK	86	±2	72	10	12	3	4	±3	1.6	±0.1	■
Army	84	±4	72	8	11	4	5	±5	1.6	±0.2	■
Navy	89	±3	68	12	14	3	3	±5	1.6	±0.1	■
Marine Corps	81	±5	64	14	16	4	3	±6	1.7	±0.1	■
Air Force	91	±3	77	8	10	2	3	±4	1.5	±0.1	■
Enlisted	86	±2	71	10	13	3	4	±3	1.6	±0.1	■
E1 – E4	83	±4	63	11	19	4	4	±6	1.8	±0.2	■
E5 – E9	88	±2	75	9	10	2	4	±3	1.5	±0.1	■
Officers	91	±3	82	9	5	2	2	±4	1.3	±0.1	■
O1 – O3	87	±4	79	11	6	1	3	±5	1.4	±0.1	■
O4 – O6	94	±2	86	7	3	2	2	±4	1.3	±0.1	■
HISPANIC	86	±2	74	9	11	2	3	±3	1.5	±0.1	■
Army	83	±4	73	11	10	2	3	±5	1.5	±0.1	■
Navy	86	±4	71	9	14	2	3	±6	1.6	±0.2	■
Marine Corps	84	±5	70	9	15	2	3	±9	1.6	±0.2	■
Air Force	92	±3	84	4	7	2	4	±5	1.4	±0.2	■
Enlisted	85	±2	73	9	12	2	3	±3	1.5	±0.1	■
E1 – E4	82	±4	70	9	15	2	3	±6	1.6	±0.2	■
E5 – E9	88	±2	76	9	10	2	3	±3	1.5	±0.1	■

Note. Percent responding are active duty members who answered the question.

83c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	90	±4	84	9	3	1	3	±5	1.3	±0.1	
O1 – O3	89	±6	85	5	4	2	4	±4	1.3	±0.1	
O4 – O6	96	±2	87	7	2	1	3	±4	1.3	±0.1	
AIAN	84	±8	73	9	11	1	5	±12	1.6	±0.3	
Army	77	±14	71	10	9	1	NR	±15	1.7	±0.6	
Navy	86	±10	69	9	17	2	2	±16	1.6	±0.3	
Marine Corps	87	±9	84	4	9	1	2	±12	1.3	±0.2	
Air Force	95	±3	NR	NR	NR	1	2	±2	1.5	±0.4	
Enlisted	86	±6	71	9	13	1	6	±13	1.6	±0.3	
E1 – E4	85	±8	71	9	10	1	NR	±16	1.7	±0.6	
E5 – E9	86	±9	72	9	15	2	2	±11	1.5	±0.2	
Officers	72	±33	NR	NR	2	1	1	±2	1.2	±0.2	
O1 – O3	97	±3	91	5	2	0	1	±11	1.1	±0.2	
O4 – O6	50	±45	NR	NR	1	1	2	±3	1.4	±0.4	
ASIAN	86	±4	65	11	18	3	2	±4	1.7	±0.1	
Army	86	±7	64	10	21	3	2	±7	1.7	±0.2	
Navy	87	±4	58	15	22	3	3	±6	1.8	±0.1	
Marine Corps	79	±15	74	8	13	2	2	±7	1.5	±0.2	
Air Force	88	±5	75	8	9	4	3	±6	1.5	±0.2	
Enlisted	84	±4	61	12	21	3	3	±4	1.7	±0.1	
E1 – E4	81	±7	60	12	22	3	2	±6	1.8	±0.2	
E5 – E9	87	±4	62	12	20	3	3	±5	1.7	±0.2	
Officers	93	±4	82	8	7	2	1	±5	1.3	±0.1	
O1 – O3	92	±5	78	10	9	2	2	±8	1.4	±0.2	
O4 – O6	96	±2	89	6	3	1	1	±4	1.2	±0.1	
NHPI	82	±7	62	16	16	2	4	±13	1.7	±0.2	
Army	83	±10	NR	NR	19	2	5	±13	1.9	±0.3	
Navy	71	±16	71	7	16	4	2	±12	1.6	±0.3	
Marine Corps	78	±13	73	6	16	2	4	±11	1.6	±0.3	
Air Force	91	±3	82	4	9	1	3	±7	1.4	±0.2	
Enlisted	81	±7	59	17	17	2	4	±14	1.8	±0.2	
Officers	96	±4	94	4	2	NR	0	±10	1.1	±0.1	
TWO OR MORE RACES	90	±3	76	11	8	2	3	±6	1.5	±0.2	
Army	88	±7	72	13	8	NR	3	±13	1.5	±0.3	
Navy	88	±5	72	13	11	2	3	±10	1.5	±0.2	
Marine Corps	92	±6	NR	9	NR	1	1	±15	1.5	±0.4	
Air Force	95	±2	86	6	3	1	4	±7	1.3	±0.2	
Enlisted	90	±4	76	10	9	2	2	±7	1.5	±0.2	
E1 – E4	88	±6	72	9	14	NR	1	±11	1.5	±0.3	
E5 – E9	93	±4	81	10	4	1	4	±7	1.4	±0.2	
Officers	91	±7	73	17	2	3	NR	±15	1.5	±0.4	
O1 – O3	92	±7	76	NR	3	1	0	±17	1.3	±0.2	
O4 – O6	87	±17	NR	NR	2	NR	1	±4	1.5	±0.6	
COAST GUARD	91	±2	75	11	9	2	3	±3	1.5	±0.1	
White	92	±2	75	12	9	2	2	±4	1.5	±0.1	
Black	88	±3	75	11	10	1	3	±3	1.5	±0.1	
Hispanic	88	±4	78	6	10	1	5	±4	1.5	±0.2	
Other Race/Ethnicity	92	±4	78	5	13	2	3	±6	1.5	±0.2	
Enlisted	90	±2	74	10	11	2	3	±4	1.5	±0.1	
Officers	97	±2	79	13	3	1	3	±4	1.3	±0.1	
Male	91	±2	74	11	10	2	2	±3	1.5	±0.1	
Female	90	±2	82	8	6	1	3	±3	1.4	±0.1	
Not Deployed Past 12 Months	92	±2	76	11	10	2	2	±3	1.4	±0.1	
Deployed Past 12 Months	89	±4	73	11	9	3	5	±6	1.6	±0.2	

NR: Not reportable

## 83. To what extent do you feel...

## d. The need to monitor your speech when interacting with people from different racial/ethnic groups?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	59	18	15	4	4	±2	1.8	±0.1	
Army	87	±2	58	18	15	4	5	±3	1.8	±0.1	
Navy	90	±2	56	20	17	4	3	±3	1.8	±0.1	
Marine Corps	89	±3	57	18	17	5	4	±4	1.8	±0.1	
Air Force	92	±2	64	18	12	3	4	±3	1.7	±0.1	
Enlisted	88	±1	58	17	16	4	4	±2	1.8	±0.1	
E1 – E4	86	±2	54	17	19	4	4	±3	1.9	±0.1	
E5 – E9	89	±1	61	17	14	4	4	±2	1.7	±0.1	
Officers	94	±2	61	24	9	4	3	±3	1.6	±0.1	
O1 – O3	93	±2	59	25	10	3	3	±4	1.7	±0.1	
O4 – O6	96	±2	61	24	8	4	2	±4	1.6	±0.1	
Male	89	±1	58	18	15	4	4	±2	1.8	±0.1	
Female	88	±2	61	18	15	4	2	±3	1.7	±0.1	
Not Deployed Past 12 Months	90	±1	59	18	15	4	4	±2	1.7	±0.1	
Deployed Past 12 Months	88	±2	58	18	15	5	4	±3	1.8	±0.1	
WHITE	91	±2	61	19	14	3	3	±2	1.7	±0.1	
Army	89	±2	61	18	14	4	4	±4	1.7	±0.1	
Navy	91	±2	59	20	16	3	2	±4	1.7	±0.1	
Marine Corps	91	±3	57	19	16	4	4	±6	1.8	±0.2	
Air Force	93	±2	66	18	11	3	3	±3	1.6	±0.1	
Enlisted	90	±2	61	17	15	3	4	±3	1.7	±0.1	
E1 – E4	89	±3	58	17	18	3	4	±4	1.8	±0.1	
E5 – E9	90	±2	64	17	13	3	3	±3	1.6	±0.1	
Officers	95	±2	61	25	8	3	2	±4	1.6	±0.1	
O1 – O3	93	±3	59	28	8	3	3	±5	1.6	±0.1	
O4 – O6	96	±2	62	24	7	4	2	±5	1.6	±0.1	
BLACK	86	±2	51	19	18	6	6	±3	2.0	±0.1	
Army	84	±4	52	18	18	6	7	±5	2.0	±0.2	
Navy	89	±3	48	21	20	5	5	±5	2.0	±0.1	
Marine Corps	82	±5	49	18	21	8	4	±5	2.0	±0.2	
Air Force	91	±3	55	18	15	6	6	±4	1.9	±0.1	
Enlisted	86	±2	51	18	19	6	6	±3	2.0	±0.1	
E1 – E4	82	±4	40	19	26	7	8	±6	2.2	±0.2	
E5 – E9	88	±2	57	18	15	5	5	±3	1.8	±0.1	
Officers	91	±3	58	21	11	6	3	±4	1.7	±0.1	
O1 – O3	88	±4	54	22	14	6	4	±5	1.8	±0.2	
O4 – O6	94	±2	63	20	9	5	3	±5	1.7	±0.1	
HISPANIC	86	±2	59	17	16	5	4	±3	1.8	±0.1	
Army	83	±4	59	18	13	4	5	±5	1.8	±0.1	
Navy	87	±4	55	19	18	6	2	±6	1.8	±0.2	
Marine Corps	85	±5	57	15	19	5	3	±8	1.8	±0.2	
Air Force	92	±3	63	14	14	4	5	±6	1.8	±0.2	
Enlisted	85	±2	59	16	16	5	4	±3	1.8	±0.1	
E1 – E4	82	±4	57	17	19	5	3	±6	1.8	±0.2	
E5 – E9	88	±2	60	16	14	5	5	±4	1.8	±0.1	

Note. Percent responding are active duty members who answered the question.

83d. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	90	±4	60	21	12	3	3	±6	1.7	±0.1	
O1 – O3	90	±6	60	15	16	5	4	±8	1.8	±0.2	
O4 – O6	96	±2	58	24	11	3	4	±9	1.7	±0.2	
AIAN	87	±5	59	22	12	5	2	±10	1.7	±0.2	
Army	84	±10	50	NR	12	7	1	±15	1.8	±0.3	
Navy	86	±10	52	24	17	3	3	±16	1.8	±0.3	
Marine Corps	88	±9	NR	13	11	3	2	±13	1.5	±0.3	
Air Force	94	±3	80	8	7	3	3	±10	1.4	±0.2	
Enlisted	86	±6	63	17	13	5	2	±9	1.7	±0.2	
E1 – E4	85	±8	61	23	12	3	2	±17	1.6	±0.3	
E5 – E9	86	±9	65	12	13	7	3	±10	1.7	±0.3	
Officers	94	±9	NR	NR	NR	2	1	±2	1.8	±0.3	
O1 – O3	97	±3	NR	NR	5	3	1	±6	1.6	±0.4	
O4 – O6	91	±16	NR	NR	NR	1	1	±3	2.0	±0.3	
ASIAN	86	±4	47	19	23	7	4	±4	2.0	±0.1	
Army	85	±7	46	18	24	7	4	±6	2.0	±0.2	
Navy	86	±5	41	20	26	8	5	±6	2.2	±0.2	
Marine Corps	79	±15	59	16	19	3	3	±9	1.8	±0.2	
Air Force	90	±4	56	18	16	7	3	±6	1.8	±0.2	
Enlisted	85	±4	45	18	26	7	4	±4	2.1	±0.1	
E1 – E4	82	±7	43	14	33	7	3	±6	2.1	±0.2	
E5 – E9	87	±4	47	20	21	7	5	±5	2.0	±0.2	
Officers	91	±5	58	24	10	5	3	±7	1.7	±0.2	
O1 – O3	92	±5	58	23	12	6	2	±9	1.7	±0.2	
O4 – O6	90	±11	59	26	8	3	4	±12	1.7	±0.2	
NHPI	82	±7	41	24	25	4	5	±12	2.1	±0.2	
Army	83	±10	28	NR	31	4	6	±17	2.3	±0.3	
Navy	71	±16	56	15	19	9	2	±12	1.9	±0.3	
Marine Corps	78	±13	54	13	22	3	7	±12	2.0	±0.3	
Air Force	91	±3	67	15	13	4	3	±10	1.6	±0.2	
Enlisted	81	±7	42	24	25	4	5	±13	2.1	±0.2	
Officers	96	±4	NR	NR	NR	3	0	±8	NR		
TWO OR MORE RACES	90	±3	61	18	14	4	4	±7	1.7	±0.2	
Army	88	±7	57	16	18	NR	4	±13	1.8	±0.3	
Navy	87	±6	56	23	12	5	4	±10	1.8	±0.3	
Marine Corps	93	±6	NR	15	NR	1	1	±14	1.6	±0.4	
Air Force	95	±2	69	15	10	2	4	±9	1.6	±0.2	
Enlisted	90	±4	60	19	14	4	3	±7	1.7	±0.2	
E1 – E4	88	±6	56	17	19	6	2	±11	1.8	±0.3	
E5 – E9	93	±4	65	21	9	1	4	±8	1.6	±0.2	
Officers	92	±7	63	12	16	4	NR	±14	1.8	±0.4	
O1 – O3	92	±7	64	12	21	2	1	±18	1.6	±0.3	
O4 – O6	87	±17	NR	13	5	NR	2	±8	1.6	±0.6	
COAST GUARD	91	±2	58	21	15	4	3	±3	1.7	±0.1	
White	92	±2	57	22	14	4	3	±4	1.7	±0.1	
Black	88	±3	50	22	18	4	6	±4	1.9	±0.1	
Hispanic	88	±4	61	15	16	3	5	±4	1.8	±0.2	
Other Race/Ethnicity	92	±4	60	18	16	5	2	±7	1.7	±0.2	
Enlisted	90	±2	58	18	17	4	3	±4	1.8	±0.1	
Officers	97	±2	56	30	9	3	2	±5	1.7	±0.1	
Male	91	±2	56	21	16	4	3	±4	1.8	±0.1	
Female	90	±2	67	18	10	3	2	±3	1.6	±0.1	
Not Deployed Past 12 Months	92	±2	57	23	15	3	3	±4	1.7	±0.1	
Deployed Past 12 Months	89	±4	60	14	17	5	4	±6	1.8	±0.2	

NR: Not reportable

## 83. To what extent do you feel...

e. The need to monitor your behavior (e.g., body language or facial expressions) when interacting with people from different racial/ethnic groups?

1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±1	64	15	13	4	4	±2	1.7	±0.1	
Army	86	±2	63	15	13	4	5	±3	1.7	±0.1	
Navy	89	±2	61	17	17	3	2	±3	1.7	±0.1	
Marine Corps	88	±3	62	15	15	4	3	±4	1.7	±0.1	
Air Force	92	±2	71	13	10	3	3	±2	1.6	±0.1	
Enlisted	88	±1	64	14	15	4	4	±2	1.7	±0.1	
E1 – E4	86	±2	60	14	17	4	4	±3	1.8	±0.1	
E5 – E9	89	±1	66	14	13	4	3	±2	1.6	±0.1	
Officers	94	±2	68	20	7	3	2	±3	1.5	±0.1	
O1 – O3	92	±2	65	22	8	3	3	±4	1.6	±0.1	
O4 – O6	95	±2	70	18	6	4	1	±4	1.5	±0.1	
Male	89	±1	64	15	13	4	4	±2	1.7	±0.1	
Female	87	±2	64	16	14	3	2	±3	1.6	±0.1	
Not Deployed Past 12 Months	89	±1	65	15	13	3	3	±2	1.7	±0.1	
Deployed Past 12 Months	87	±2	62	16	14	4	4	±3	1.7	±0.1	
WHITE	90	±2	68	14	12	3	3	±2	1.6	±0.1	
Army	88	±2	67	14	12	3	4	±4	1.6	±0.1	
Navy	91	±2	65	15	15	3	2	±4	1.6	±0.1	
Marine Corps	91	±3	64	16	14	4	3	±6	1.7	±0.2	
Air Force	92	±2	74	13	8	2	3	±3	1.5	±0.1	
Enlisted	89	±2	67	13	14	3	3	±2	1.6	±0.1	
E1 – E4	88	±3	64	14	16	3	4	±4	1.7	±0.1	
E5 – E9	90	±2	70	13	12	3	2	±3	1.5	±0.1	
Officers	95	±2	70	19	6	3	2	±3	1.5	±0.1	
O1 – O3	93	±3	67	22	6	2	2	±5	1.5	±0.1	
O4 – O6	96	±2	72	17	6	4	1	±5	1.4	±0.1	
BLACK	86	±2	55	17	17	6	6	±3	1.9	±0.1	
Army	84	±4	54	16	16	6	7	±5	2.0	±0.2	
Navy	89	±3	54	18	18	5	5	±5	1.9	±0.1	
Marine Corps	81	±5	52	17	21	7	4	±5	1.9	±0.2	
Air Force	91	±3	57	17	15	5	5	±4	1.8	±0.1	
Enlisted	86	±2	54	17	17	6	6	±3	1.9	±0.1	
E1 – E4	82	±4	45	16	23	7	9	±6	2.2	±0.2	
E5 – E9	88	±2	59	17	14	5	5	±3	1.8	±0.1	
Officers	91	±3	59	20	11	6	4	±4	1.8	±0.1	
O1 – O3	87	±4	56	21	12	6	6	±5	1.8	±0.2	
O4 – O6	94	±2	64	19	9	5	3	±5	1.6	±0.1	
HISPANIC	86	±2	63	15	14	3	4	±3	1.7	±0.1	
Army	83	±4	64	16	12	4	5	±5	1.7	±0.1	
Navy	87	±4	56	20	18	4	2	±6	1.7	±0.1	
Marine Corps	85	±5	63	12	18	3	5	±8	1.8	±0.2	
Air Force	92	±3	68	12	11	3	5	±6	1.6	±0.2	
Enlisted	85	±2	63	15	15	3	4	±3	1.7	±0.1	
E1 – E4	82	±4	61	16	17	3	4	±6	1.7	±0.2	
E5 – E9	88	±2	64	14	13	4	5	±4	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

83e. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	90	±4	63	22	9	3	3	±7	1.6	±0.1	
O1 – O3	90	±6	60	21	12	4	4	±9	1.7	±0.2	
O4 – O6	96	±2	66	20	8	3	3	±9	1.6	±0.2	
AIAN	87	±5	62	18	11	4	5	±11	1.7	±0.3	
Army	85	±10	53	22	11	6	NR	±18	2.0	±0.5	
Navy	85	±10	54	24	16	4	3	±16	1.8	±0.3	
Marine Corps	87	±9	74	13	10	2	2	±18	1.4	±0.3	
Air Force	94	±3	81	8	6	3	2	±9	1.4	±0.2	
Enlisted	85	±6	65	13	11	5	6	±13	1.7	±0.3	
E1 – E4	85	±8	63	15	10	3	NR	±16	1.8	±0.6	
E5 – E9	86	±9	68	10	13	6	3	±11	1.7	±0.3	
Officers	94	±9	NR	NR	NR	2	1	±2	1.7	±0.3	
O1 – O3	97	±3	NR	NR	4	3	1	±5	1.6	±0.4	
O4 – O6	91	±16	NR	NR	NR	1	1	±3	2.0	±0.3	
ASIAN	86	±3	50	18	23	5	4	±4	1.9	±0.1	
Army	85	±7	49	19	25	5	3	±6	2.0	±0.2	
Navy	87	±4	43	19	28	5	5	±6	2.1	±0.2	
Marine Corps	79	±15	61	16	17	3	3	±9	1.7	±0.2	
Air Force	90	±4	60	16	15	6	3	±6	1.8	±0.2	
Enlisted	85	±4	48	17	26	6	4	±4	2.0	±0.1	
E1 – E4	82	±7	45	15	31	5	3	±7	2.1	±0.2	
E5 – E9	86	±4	50	17	22	6	5	±5	2.0	±0.1	
Officers	93	±4	60	23	11	4	2	±7	1.7	±0.1	
O1 – O3	92	±5	60	21	13	4	2	±9	1.7	±0.2	
O4 – O6	96	±2	59	28	7	3	3	±15	1.6	±0.2	
NHPI	82	±7	48	21	18	8	5	±11	2.0	±0.3	
Army	83	±10	NR	25	21	NR	6	±18	2.2	±0.4	
Navy	71	±16	61	10	18	9	2	±12	1.8	±0.3	
Marine Corps	77	±13	50	NR	18	2	7	±13	1.9	±0.3	
Air Force	90	±4	71	12	10	4	3	±9	1.6	±0.2	
Enlisted	81	±7	49	18	19	8	5	±12	2.0	±0.3	
Officers	96	±4	NR	NR	6	NR	0	±8	1.8	±0.2	
TWO OR MORE RACES	90	±3	66	17	10	3	4	±6	1.6	±0.2	
Army	88	±7	63	20	7	NR	5	±13	1.7	±0.3	
Navy	88	±5	62	19	10	4	5	±10	1.7	±0.3	
Marine Corps	92	±6	NR	13	NR	1	1	±15	1.5	±0.4	
Air Force	95	±2	74	12	9	1	4	±8	1.5	±0.2	
Enlisted	90	±4	66	17	10	3	4	±7	1.6	±0.2	
E1 – E4	88	±6	66	13	13	5	4	±11	1.7	±0.3	
E5 – E9	93	±4	67	21	6	2	4	±8	1.5	±0.2	
Officers	91	±7	66	16	10	4	NR	±14	1.7	±0.4	
O1 – O3	92	±7	66	19	NR	2	1	±16	1.5	±0.3	
O4 – O6	87	±17	NR	10	3	NR	2	±7	1.6	±0.6	
COAST GUARD	91	±2	65	16	13	3	2	±3	1.6	±0.1	
White	92	±2	66	16	13	3	2	±4	1.6	±0.1	
Black	88	±3	56	20	14	5	5	±4	1.8	±0.1	
Hispanic	87	±4	67	13	12	3	5	±4	1.7	±0.2	
Other Race/Ethnicity	92	±4	68	12	15	4	2	±6	1.6	±0.2	
Enlisted	90	±2	65	14	15	3	3	±4	1.6	±0.1	
Officers	97	±2	68	21	7	3	2	±4	1.5	±0.1	
Male	91	±2	64	16	14	3	3	±3	1.6	±0.1	
Female	90	±2	73	13	9	3	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	92	±2	65	17	13	3	2	±3	1.6	±0.1	
Deployed Past 12 Months	88	±4	68	11	14	3	4	±6	1.6	±0.2	

NR: Not reportable

**84. Do you agree with the ideals of organizations that...**

a. Support the separation of people based on race/ethnicity?

b. Warn of the dangers of interactions between people of different races/ethnicities?

c. Point out the dangers of racial/ethnic diversity?

d. Point out the dangers of racial/ethnic tolerance?

	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			a	b	c	d				
TOTAL DOD	89	±1	8	12	18	17	±1	20.0	±2.0	
Army	87	±2	8	13	18	17	±2	21.0	±2.0	
Navy	90	±2	9	12	18	17	±2	20.0	±2.0	
Marine Corps	88	±3	12	17	20	18	±4	24.0	±4.0	
Air Force	92	±2	6	10	15	14	±2	17.0	±2.0	
Enlisted	88	±1	9	14	19	18	±2	22.0	±2.0	
E1 – E4	86	±2	11	16	22	20	±3	26.0	±3.0	
E5 – E9	89	±1	8	12	17	17	±2	20.0	±2.0	
Officers	94	±2	3	6	9	8	±2	10.0	±2.0	
O1 – O3	93	±2	4	6	10	9	±3	12.0	±3.0	
O4 – O6	96	±2	2	4	7	5	±3	8.0	±3.0	
Male	89	±1	8	13	18	17	±2	20.0	±2.0	
Female	88	±2	7	11	17	16	±3	20.0	±3.0	
Not Deployed Past 12 Months	90	±1	8	12	17	16	±2	19.0	±2.0	
Deployed Past 12 Months	88	±2	9	13	19	18	±2	22.0	±2.0	
WHITE	91	±2	7	11	16	14	±2	18.0	±2.0	
Army	88	±2	7	10	16	14	±3	18.0	±3.0	
Navy	91	±2	7	10	15	14	±3	17.0	±3.0	
Marine Corps	91	±3	11	17	20	17	±5	24.0	±5.0	
Air Force	92	±2	5	9	14	12	±3	16.0	±3.0	
Enlisted	89	±2	8	12	17	16	±2	21.0	±2.0	
E1 – E4	88	±3	10	15	21	18	±3	25.0	±4.0	
E5 – E9	90	±2	6	10	14	14	±2	17.0	±2.0	
Officers	95	±2	3	6	9	7	±3	10.0	±3.0	
O1 – O3	93	±3	4	6	11	9	±4	11.0	±4.0	
O4 – O6	97	±2	2	4	6	4	±3	8.0	±3.0	
BLACK	86	±2	10	16	23	23	±3	26.0	±3.0	
Army	84	±4	10	18	24	25	±5	27.0	±5.0	
Navy	89	±3	11	15	24	22	±4	27.0	±4.0	
Marine Corps	81	±5	10	15	23	23	±5	26.0	±5.0	
Air Force	91	±3	7	13	20	19	±4	23.0	±4.0	
Enlisted	86	±2	10	17	25	24	±3	28.0	±3.0	
E1 – E4	83	±4	14	22	29	28	±6	33.0	±6.0	
E5 – E9	88	±2	8	14	22	22	±3	25.0	±3.0	
Officers	91	±3	4	7	11	11	±4	13.0	±4.0	
O1 – O3	88	±4	4	5	11	12	±4	14.0	±5.0	
O4 – O6	94	±2	3	5	6	7	±3	9.0	±3.0	
HISPANIC	86	±2	11	15	19	18	±3	22.0	±3.0	
Army	83	±4	10	16	19	19	±4	22.0	±4.0	
Navy	86	±4	10	12	20	19	±5	22.0	±5.0	
Marine Corps	84	±5	15	18	22	21	±8	24.0	±8.0	
Air Force	92	±3	7	11	14	14	±5	17.0	±5.0	
Enlisted	85	±2	11	16	20	20	±3	23.0	±3.0	
E1 – E4	82	±4	14	18	21	20	±5	25.0	±5.0	
E5 – E9	88	±2	9	14	19	19	±3	21.0	±3.0	

Note. Percent responding are active duty members who answered the question.

84. Continued	Percent Responding		Percentages				Max ME	Percentage Reporting Yes		
			a	b	c	d				
Officers	91	±4	4	5	7	6	±4	10.0	±4.0	
O1 – O3	92	±4	6	6	8	7	±7	11.0	±7.0	
O4 – O6	96	±2	3	4	7	5	±7	9.0	±7.0	
AIAN	87	±5	8	10	15	16	±6	19.0	±6.0	
Army	84	±10	6	9	12	12	±6	14.0	±6.0	
Navy	86	±10	6	9	13	15	±8	19.0	±9.0	
Marine Corps	88	±9	NR	14	18	18	±15	NR		
Air Force	94	±3	4	7	NR	NR	±5	NR		
Enlisted	85	±6	9	11	17	18	±7	21.0	±7.0	
E1 – E4	85	±8	11	14	17	17	±8	21.0	±9.0	
E5 – E9	86	±9	8	8	17	18	±10	22.0	±11.0	
Officers	94	±9	2	3	4	5	±5	6.0	±5.0	
O1 – O3	97	±3	4	5	6	7	±10	8.0	±10.0	
O4 – O6	91	±16	1	2	3	3	±7	4.0	±8.0	
ASIAN	86	±3	14	21	26	26	±3	29.0	±3.0	
Army	86	±7	15	22	26	26	±6	31.0	±6.0	
Navy	87	±4	15	22	28	28	±5	31.0	±5.0	
Marine Corps	79	±15	16	18	23	23	±10	26.0	±10.0	
Air Force	90	±4	11	17	21	22	±6	24.0	±6.0	
Enlisted	85	±4	16	23	29	29	±4	32.0	±4.0	
E1 – E4	82	±7	17	21	27	27	±5	31.0	±5.0	
E5 – E9	87	±4	16	25	30	30	±5	33.0	±5.0	
Officers	93	±4	5	9	12	12	±6	14.0	±6.0	
O1 – O3	92	±5	6	11	13	13	±6	14.0	±6.0	
O4 – O6	96	±2	2	4	NR	NR	±2	12.0	±16.0	
NHPI	82	±7	24	30	38	35	±13	42.0	±11.0	
Army	83	±10	NR	NR	NR	NR		NR		
Navy	71	±16	15	23	29	31	±12	33.0	±12.0	
Marine Corps	77	±13	11	22	27	27	±11	31.0	±11.0	
Air Force	90	±4	NR	NR	NR	NR		33.0	±18.0	
Enlisted	81	±7	25	32	41	37	±13	44.0	±12.0	
Officers	96	±4	7	6	6	6	±11	9.0	±12.0	
TWO OR MORE RACES	90	±3	4	7	11	10	±5	13.0	±5.0	
Army	89	±7	1	6	12	11	±12	15.0	±12.0	
Navy	87	±6	8	9	13	13	±9	16.0	±9.0	
Marine Corps	92	±6	3	4	6	6	±5	7.0	±5.0	
Air Force	95	±2	4	6	9	8	±6	12.0	±6.0	
Enlisted	90	±4	4	7	12	11	±5	14.0	±5.0	
E1 – E4	88	±6	5	9	14	11	±9	17.0	±9.0	
E5 – E9	93	±4	3	5	9	10	±6	12.0	±6.0	
Officers	91	±7	3	4	4	8	±14	9.0	±14.0	
O1 – O3	93	±7	NR	NR	NR	NR		NR		
O4 – O6	85	±17	0	2	2	2	±3	3.0	±3.0	
COAST GUARD	91	±2	7	11	16	16	±3	20.0	±3.0	
White	92	±2	8	11	17	16	±3	20.0	±4.0	
Black	88	±3	7	11	17	17	±3	20.0	±3.0	
Hispanic	88	±4	6	11	15	16	±3	19.0	±3.0	
Other Race/Ethnicity	91	±4	7	14	17	16	±5	20.0	±5.0	
Enlisted	90	±2	8	13	19	18	±3	22.0	±3.0	
Officers	96	±2	3	6	7	8	±3	10.0	±3.0	
Male	91	±2	8	12	17	17	±3	20.0	±3.0	
Female	90	±2	5	9	12	14	±2	16.0	±3.0	
Not Deployed Past 12 Months	92	±2	7	12	17	17	±3	20.0	±3.0	
Deployed Past 12 Months	89	±4	9	9	15	15	±6	19.0	±6.0	

NR: Not reportable
















































**85. Do you know any Service members who you think should have been reprimanded in the past 12 months due to their involvement in prohibited activities?**

a. Participation in prohibited demonstrations, rallies, or other functions that were racist or negatively portrayed a racial/ethnic group?

b. Distribution of materials that were racist or negatively portrayed a racial/ethnic group to other military members?

c. Expressing negative opinions of other racial/ethnic groups?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			a	b	c				
<b>TOTAL DOD</b>	88	±1	5	5	11	±1	12.0	±1.0	
Army	86	±2	6	6	13	±2	14.0	±2.0	
Navy	88	±2	6	6	12	±2	13.0	±2.0	
Marine Corps	88	±3	7	6	11	±3	13.0	±3.0	
Air Force	91	±2	2	3	6	±2	6.0	±2.0	
Enlisted	87	±1	6	6	12	±1	13.0	±2.0	
E1 – E4	85	±2	8	7	15	±2	16.0	±2.0	
E5 – E9	89	±1	4	4	9	±1	10.0	±2.0	
Officers	93	±2	2	2	6	±2	6.0	±2.0	
O1 – O3	92	±2	3	3	7	±3	8.0	±3.0	
O4 – O6	96	±2	1	1	4	±2	4.0	±2.0	
Male	88	±1	5	5	10	±1	11.0	±1.0	
Female	86	±2	5	5	14	±3	15.0	±3.0	
Not Deployed Past 12 Months	89	±1	5	4	10	±1	10.0	±2.0	
Deployed Past 12 Months	87	±2	6	6	13	±2	14.0	±2.0	
<b>WHITE</b>	90	±2	4	4	9	±2	10.0	±2.0	
Army	88	±2	5	5	11	±3	12.0	±3.0	
Navy	90	±2	5	5	11	±3	11.0	±3.0	
Marine Corps	90	±4	7	5	10	±4	12.0	±4.0	
Air Force	92	±2	2	3	5	±2	5.0	±2.0	
Enlisted	89	±2	5	5	10	±2	11.0	±2.0	
E1 – E4	88	±3	8	7	13	±3	15.0	±3.0	
E5 – E9	90	±2	3	3	7	±2	8.0	±2.0	
Officers	94	±2	2	2	5	±2	5.0	±2.0	
O1 – O3	92	±3	3	3	6	±3	7.0	±3.0	
O4 – O6	96	±2	1	1	3	±3	3.0	±3.0	
<b>BLACK</b>	85	±2	6	7	14	±3	15.0	±3.0	
Army	83	±4	6	7	17	±5	17.0	±5.0	
Navy	88	±3	8	8	15	±4	16.0	±4.0	
Marine Corps	80	±5	8	8	14	±5	15.0	±5.0	
Air Force	90	±3	3	4	10	±3	10.0	±3.0	
Enlisted	85	±2	6	7	15	±3	16.0	±3.0	
E1 – E4	81	±4	9	9	19	±6	20.0	±6.0	
E5 – E9	87	±2	5	6	13	±3	13.0	±3.0	
Officers	90	±3	4	4	11	±4	11.0	±4.0	
O1 – O3	87	±4	4	4	11	±4	12.0	±4.0	
O4 – O6	94	±2	5	5	10	±12	11.0	±8.0	
<b>HISPANIC</b>	85	±2	6	6	13	±3	14.0	±3.0	
Army	83	±4	6	6	16	±4	17.0	±4.0	
Navy	83	±4	6	8	13	±5	14.0	±5.0	
Marine Corps	84	±5	9	7	13	±8	15.0	±8.0	
Air Force	91	±3	2	2	5	±3	5.0	±3.0	
Enlisted	84	±2	6	6	13	±3	14.0	±3.0	
E1 – E4	81	±4	6	6	14	±5	16.0	±5.0	
E5 – E9	87	±3	6	6	12	±3	13.0	±3.0	

Note. Percent responding are active duty members who answered the question.


















































85. Continued	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			a	b	c				
Officers	90	±4	2	2	6	±3	6.0	±3.0	
O1 – O3	90	±6	3	3	7	±6	7.0	±5.0	
O4 – O6	96	±2	1	1	4	±2	4.0	±2.0	
AIAN	86	±5	8	5	14	±9	15.0	±9.0	
Army	83	±10	NR	5	22	±18	23.0	±17.0	
Navy	86	±10	6	7	9	±7	10.0	±7.0	
Marine Corps	87	±9	4	3	7	±7	8.0	±7.0	
Air Force	93	±4	2	4	6	±4	6.0	±4.0	
Enlisted	85	±6	9	5	16	±11	17.0	±10.0	
E1 – E4	84	±8	NR	6	21	±18	22.0	±17.0	
E5 – E9	86	±9	4	4	11	±9	11.0	±9.0	
Officers	94	±9	2	2	3	±4	3.0	±4.0	
O1 – O3	97	±3	4	5	6	±10	6.0	±10.0	
O4 – O6	91	±16	0	1	1	±3	1.0	±3.0	
ASIAN	85	±3	8	8	12	±3	13.0	±3.0	
Army	85	±7	10	11	17	±6	18.0	±6.0	
Navy	86	±4	8	9	12	±6	13.0	±6.0	
Marine Corps	79	±15	6	6	10	±4	12.0	±4.0	
Air Force	89	±4	5	3	5	±5	7.0	±5.0	
Enlisted	84	±4	9	9	13	±3	14.0	±4.0	
E1 – E4	81	±7	12	13	19	±7	20.0	±7.0	
E5 – E9	86	±4	7	6	9	±4	10.0	±4.0	
Officers	92	±4	3	3	8	±6	9.0	±6.0	
O1 – O3	91	±5	4	4	11	±9	11.0	±9.0	
O4 – O6	96	±2	2	2	3	±2	4.0	±2.0	
NHPI	81	±7	14	11	21	±12	21.0	±12.0	
Army	83	±10	NR	12	NR	±12	NR		
Navy	71	±16	NR	NR	25	±16	25.0	±16.0	
Marine Corps	77	±13	8	8	10	±7	12.0	±7.0	
Air Force	89	±4	6	6	9	±5	9.0	±5.0	
Enlisted	80	±7	15	12	22	±12	22.0	±12.0	
Officers	96	±4	1	1	3	±5	3.0	±5.0	
TWO OR MORE RACES	90	±3	6	7	15	±6	15.0	±6.0	
Army	88	±7	NR	9	18	±15	18.0	±14.0	
Navy	87	±6	6	6	15	±10	15.0	±10.0	
Marine Corps	92	±6	NR	NR	NR		NR		
Air Force	94	±3	2	2	7	±5	7.0	±5.0	
Enlisted	90	±4	7	8	16	±7	16.0	±7.0	
E1 – E4	88	±6	11	13	22	±12	22.0	±12.0	
E5 – E9	92	±4	3	2	9	±6	9.0	±6.0	
Officers	91	±7	0	1	10	±13	10.0	±13.0	
O1 – O3	93	±7	0	1	NR	±2	NR		
O4 – O6	86	±17	1	1	4	±4	4.0	±4.0	
COAST GUARD	91	±2	4	5	8	±2	8.0	±2.0	
White	91	±2	4	4	7	±2	8.0	±3.0	
Black	88	±3	5	5	14	±3	15.0	±3.0	
Hispanic	88	±4	4	5	9	±2	10.0	±3.0	
Other Race/Ethnicity	90	±4	4	4	8	±5	8.0	±4.0	
Enlisted	89	±2	5	5	8	±2	9.0	±2.0	
Officers	96	±2	1	2	5	±2	5.0	±2.0	
Male	91	±2	4	5	7	±2	8.0	±2.0	
Female	90	±2	4	4	11	±2	12.0	±2.0	
Not Deployed Past 12 Months	91	±2	4	5	7	±2	8.0	±2.0	
Deployed Past 12 Months	88	±4	4	5	8	±4	10.0	±4.0	

NR: Not reportable

**86. Are you aware of other Service members who use any of the following methods to spread racist messages/ideas?**a. Graffiti  
d. Tattoosb. Music  
e. Clothingc. Internet (e.g., blogs or email)  
f. Other

	Percent Responding		Percentages						Max ME	Percent Aware of Any Method		
			a	b	c	d	e	f				
<b>TOTAL DOD</b>	88	±1	4	10	5	6	7	5	±1	14.0	±1.0	
Army	86	±2	6	12	6	8	9	7	±2	18.0	±2.0	
Navy	89	±2	4	11	6	5	7	5	±2	15.0	±2.0	
Marine Corps	88	±3	5	12	8	8	8	7	±3	16.0	±4.0	
Air Force	92	±2	1	5	2	2	3	2	±1	7.0	±2.0	
Enlisted	87	±1	4	10	6	6	7	6	±1	15.0	±2.0	
E1 – E4	85	±2	6	12	8	8	9	8	±2	17.0	±2.0	
E5 – E9	89	±1	3	9	5	5	6	4	±1	13.0	±2.0	
Officers	94	±2	2	6	2	2	4	2	±2	9.0	±2.0	
O1 – O3	92	±2	2	5	2	1	3	2	±2	8.0	±3.0	
O4 – O6	96	±2	1	7	2	2	4	1	±3	10.0	±3.0	
Male	89	±1	4	10	5	6	7	5	±1	14.0	±2.0	
Female	86	±2	3	9	6	6	7	5	±2	14.0	±3.0	
Not Deployed Past 12 Months	89	±1	3	8	5	5	6	5	±1	12.0	±2.0	
Deployed Past 12 Months	87	±2	6	13	7	7	9	6	±2	19.0	±2.0	
<b>WHITE</b>	90	±2	3	10	5	4	6	4	±2	13.0	±2.0	
Army	88	±3	5	12	5	6	8	6	±3	17.0	±3.0	
Navy	90	±2	3	10	5	4	7	4	±3	15.0	±3.0	
Marine Corps	90	±4	4	11	8	7	7	7	±4	16.0	±5.0	
Air Force	92	±2	1	5	2	1	2	1	±2	6.0	±2.0	
Enlisted	89	±2	3	10	5	5	7	5	±2	15.0	±2.0	
E1 – E4	87	±3	5	12	7	6	8	7	±3	16.0	±3.0	
E5 – E9	90	±2	3	9	4	4	6	3	±2	13.0	±2.0	
Officers	95	±2	2	7	2	2	4	2	±2	9.0	±2.0	
O1 – O3	93	±3	2	5	2	1	3	2	±3	8.0	±3.0	
O4 – O6	96	±2	1	8	2	2	4	1	±3	10.0	±4.0	
<b>BLACK</b>	86	±2	6	8	7	8	7	7	±2	16.0	±3.0	
Army	83	±4	7	8	7	9	7	8	±4	18.0	±4.0	
Navy	88	±3	6	10	9	8	8	9	±4	17.0	±4.0	
Marine Corps	80	±5	5	12	11	13	11	9	±6	20.0	±6.0	
Air Force	90	±3	2	5	4	3	4	4	±3	8.0	±3.0	
Enlisted	85	±2	6	9	7	8	8	8	±2	16.0	±3.0	
E1 – E4	81	±4	8	10	10	10	10	11	±5	20.0	±5.0	
E5 – E9	87	±2	5	8	6	8	6	6	±2	15.0	±3.0	
Officers	91	±3	2	3	4	4	3	5	±3	10.0	±3.0	
O1 – O3	87	±4	4	6	4	4	5	5	±3	11.0	±4.0	
O4 – O6	94	±2	1	2	3	4	3	4	±2	9.0	±3.0	
<b>HISPANIC</b>	85	±2	6	10	7	8	7	7	±3	15.0	±3.0	
Army	82	±4	8	13	10	12	10	8	±4	20.0	±4.0	
Navy	85	±4	5	11	7	6	6	6	±5	15.0	±5.0	
Marine Corps	84	±5	7	11	8	9	7	8	±10	14.0	±8.0	
Air Force	91	±3	2	3	2	2	3	2	±3	6.0	±3.0	
Enlisted	84	±2	6	11	8	9	8	7	±3	16.0	±3.0	
E1 – E4	81	±4	8	14	9	11	8	8	±5	18.0	±5.0	
E5 – E9	87	±3	5	9	7	7	7	6	±3	14.0	±3.0	

Note. Percent responding are active duty members who answered the question.

86. Continued	Percent Responding		Percentages						Max ME	Percent Aware of Any Method		
			a	b	c	d	e	f				
Officers	91	±4	1	4	2	3	3	2	±2	6.0	±2.0	
O1 – O3	92	±4	1	3	2	2	2	2	±2	6.0	±3.0	
O4 – O6	95	±2	1	6	1	2	3	3	±3	8.0	±3.0	
AIAN	86	±5	3	14	8	4	11	4	±10	22.0	±11.0	
Army	84	±10	4	24	NR	7	NR	4	±17	NR		
Navy	86	±10	4	9	4	2	4	5	±6	14.0	±8.0	
Marine Corps	87	±9	2	5	3	3	NR	2	±6	NR		
Air Force	93	±4	2	5	3	2	3	2	±4	7.0	±5.0	
Enlisted	85	±6	4	16	9	5	9	4	±10	21.0	±10.0	
E1 – E4	84	±8	3	20	NR	6	7	5	±18	24.0	±17.0	
E5 – E9	86	±9	4	13	5	4	11	4	±11	19.0	±10.0	
Officers	94	±9	1	3	2	2	NR	1	±4	NR		
O1 – O3	97	±3	3	3	5	4	4	1	±10	5.0	±10.0	
O4 – O6	90	±16	0	2	1	1	NR	1	±5	NR		
ASIAN	86	±3	5	9	7	7	7	7	±3	13.0	±3.0	
Army	85	±7	8	11	9	8	9	10	±5	16.0	±5.0	
Navy	86	±4	5	11	9	8	8	7	±6	15.0	±5.0	
Marine Corps	79	±15	3	8	6	5	4	4	±3	12.0	±4.0	
Air Force	90	±4	3	4	3	3	3	3	±2	6.0	±2.0	
Enlisted	84	±4	6	10	8	8	8	8	±3	14.0	±3.0	
E1 – E4	81	±7	7	13	11	10	9	9	±7	18.0	±6.0	
E5 – E9	87	±4	5	9	6	7	7	7	±3	12.0	±3.0	
Officers	92	±4	2	4	2	2	2	4	±7	8.0	±6.0	
O1 – O3	91	±5	2	3	2	2	2	5	±12	9.0	±9.0	
O4 – O6	96	±2	1	3	2	2	2	1	±2	5.0	±3.0	
NHPI	81	±7	9	12	9	10	10	11	±9	17.0	±9.0	
Army	82	±10	9	12	7	10	11	12	±15	18.0	±14.0	
Navy	71	±16	NR	19	18	NR	NR	NR	±18	21.0	±17.0	
Marine Corps	77	±13	NR	NR	NR	NR	NR	NR		24.0	±18.0	
Air Force	90	±4	2	3	2	2	2	2	±3	5.0	±3.0	
Enlisted	80	±7	10	13	9	11	10	11	±10	18.0	±9.0	
Officers	96	±4	0	1	NR	1	0	NR	±4	1.0	±4.0	
TWO OR MORE RACES	90	±3	5	11	7	7	6	6	±6	18.0	±6.0	
Army	89	±7	8	11	9	11	10	7	±15	23.0	±13.0	
Navy	87	±6	3	13	4	6	4	6	±10	16.0	±9.0	
Marine Corps	92	±6	NR	NR	NR	NR	NR	NR		NR		
Air Force	94	±3	1	3	2	1	1	1	±2	4.0	±3.0	
Enlisted	90	±4	5	11	8	8	7	6	±7	18.0	±7.0	
E1 – E4	88	±6	7	14	12	12	11	9	±12	23.0	±12.0	
E5 – E9	92	±4	2	9	4	5	3	4	±7	13.0	±7.0	
Officers	92	±7	NR	7	1	1	3	NR	±9	16.0	±14.0	
O1 – O3	93	±7	NR	8	1	1	NR	NR	±13	19.0	±18.0	
O4 – O6	86	±17	1	4	2	1	2	3	±4	8.0	±6.0	
COAST GUARD	91	±2	2	6	3	3	4	4	±2	9.0	±2.0	
White	92	±2	2	6	3	3	4	3	±2	9.0	±3.0	
Black	87	±3	1	4	5	3	3	4	±2	11.0	±3.0	
Hispanic	88	±4	3	6	5	3	5	5	±4	10.0	±3.0	
Other Race/Ethnicity	90	±4	4	7	3	3	3	3	±7	12.0	±7.0	
Enlisted	90	±2	3	7	4	3	4	4	±2	10.0	±3.0	
Officers	96	±2	0	5	1	2	3	1	±3	7.0	±3.0	
Male	91	±2	2	6	3	3	4	3	±2	9.0	±2.0	
Female	90	±2	3	7	5	3	4	5	±3	11.0	±3.0	
Not Deployed Past 12 Months	92	±2	2	6	3	2	3	4	±2	8.0	±2.0	
Deployed Past 12 Months	88	±4	4	9	4	5	6	3	±5	14.0	±5.0	

NR: Not reportable

**87. Are you aware of other Service members who use any of the following methods to spread gang-related messages/ ideas?**

 a. Graffiti  
d. Tattoos

 b. Music  
e. Clothing

 c. Internet (e.g., blogs or email)  
f. Other

	Percent Responding		Percentages						Max ME	Percent Aware of Any Method		
			a	b	c	d	e	f				
<b>TOTAL DOD</b>	87	±1	4	7	4	7	6	3	±1	11.0	±1.0	
Army	84	±2	6	9	5	9	9	4	±2	15.0	±2.0	
Navy	87	±2	4	7	4	5	6	3	±2	10.0	±2.0	
Marine Corps	86	±3	6	9	6	9	7	4	±3	12.0	±3.0	
Air Force	90	±2	1	3	1	2	3	1	±1	4.0	±1.0	
Enlisted	85	±1	5	8	4	7	7	3	±1	11.0	±1.0	
E1 – E4	83	±2	6	9	6	9	8	4	±2	14.0	±2.0	
E5 – E9	88	±2	4	6	3	6	6	3	±1	9.0	±2.0	
Officers	93	±2	2	4	1	4	3	1	±2	7.0	±2.0	
O1 – O3	91	±2	2	4	1	3	3	1	±2	6.0	±3.0	
O4 – O6	94	±2	2	4	1	4	3	1	±2	7.0	±3.0	
Male	87	±1	4	7	4	7	7	3	±1	11.0	±1.0	
Female	85	±2	3	6	3	6	5	3	±2	9.0	±2.0	
Not Deployed Past 12 Months	87	±1	3	6	3	6	5	2	±1	9.0	±2.0	
Deployed Past 12 Months	85	±2	6	9	5	8	8	4	±2	13.0	±2.0	
<b>WHITE</b>	88	±2	4	7	3	6	6	3	±1	10.0	±2.0	
Army	87	±3	5	9	4	9	9	4	±3	14.0	±3.0	
Navy	89	±3	3	7	3	4	5	2	±2	10.0	±3.0	
Marine Corps	89	±4	6	8	5	8	7	4	±4	12.0	±5.0	
Air Force	90	±2	1	3	1	3	3	0	±2	5.0	±2.0	
Enlisted	87	±2	4	7	4	7	7	3	±2	11.0	±2.0	
E1 – E4	85	±3	5	9	5	8	8	4	±3	13.0	±3.0	
E5 – E9	89	±2	3	6	3	5	6	2	±2	9.0	±2.0	
Officers	93	±2	2	5	1	4	4	1	±2	7.0	±2.0	
O1 – O3	92	±3	2	4	1	4	4	2	±3	6.0	±3.0	
O4 – O6	95	±2	2	5	1	4	4	1	±3	8.0	±3.0	
<b>BLACK</b>	84	±2	5	5	5	7	6	3	±2	10.0	±2.0	
Army	81	±4	6	5	5	9	6	4	±4	13.0	±4.0	
Navy	88	±3	4	6	4	6	6	3	±3	9.0	±3.0	
Marine Corps	78	±5	8	11	9	13	12	6	±6	16.0	±6.0	
Air Force	88	±3	2	3	2	3	3	1	±2	4.0	±2.0	
Enlisted	83	±2	5	6	5	8	7	4	±2	11.0	±3.0	
E1 – E4	79	±5	6	9	8	9	9	6	±4	14.0	±5.0	
E5 – E9	86	±3	4	4	3	7	5	3	±3	9.0	±3.0	
Officers	90	±3	2	2	1	3	2	1	±2	4.0	±2.0	
O1 – O3	87	±4	4	3	2	5	3	1	±3	6.0	±3.0	
O4 – O6	92	±3	0	1	1	2	1	1	±2	3.0	±2.0	
<b>HISPANIC</b>	84	±2	5	8	5	8	8	4	±3	12.0	±3.0	
Army	80	±4	9	10	7	12	12	5	±4	17.0	±4.0	
Navy	84	±4	4	8	5	7	9	3	±5	12.0	±5.0	
Marine Corps	83	±5	4	11	6	10	8	6	±10	14.0	±9.0	
Air Force	90	±3	1	2	1	1	2	0	±3	3.0	±3.0	
Enlisted	83	±3	6	9	6	9	9	4	±3	13.0	±3.0	
E1 – E4	80	±4	6	11	6	10	9	4	±5	15.0	±5.0	
E5 – E9	86	±3	6	7	5	8	9	4	±3	11.0	±3.0	

Note. Percent responding are active duty members who answered the question.

87. Continued	Percent Responding		Percentages						Max ME	Percent Aware of Any Method		
			a	b	c	d	e	f				
Officers	90	±4	2	3	1	3	3	2	±4	5.0	±3.0	
O1 – O3	91	±4	1	2	1	2	2	0	±2	4.0	±2.0	
O4 – O6	94	±3	2	2	1	5	5	NR	±8	7.0	±7.0	
AIAN	83	±7	4	8	6	8	8	3	±6	13.0	±6.0	
Army	76	±13	6	10	7	14	11	6	±13	19.0	±11.0	
Navy	86	±10	2	NR	NR	3	NR	2	±4	15.0	±17.0	
Marine Corps	87	±9	3	4	2	3	4	1	±5	6.0	±6.0	
Air Force	92	±4	2	4	3	3	4	2	±3	5.0	±4.0	
Enlisted	81	±8	4	8	5	9	8	4	±6	13.0	±6.0	
E1 – E4	77	±13	5	10	7	9	9	2	±9	14.0	±9.0	
E5 – E9	85	±9	4	6	3	8	6	6	±12	12.0	±9.0	
Officers	93	±9	2	NR	NR	2	NR	1	±4	NR		
O1 – O3	96	±4	4	NR	NR	4	NR	3	±11	NR		
O4 – O6	90	±17	0	1	1	1	1	0	±3	1.0	±3.0	
ASIAN	84	±4	4	7	4	6	6	4	±2	9.0	±2.0	
Army	83	±7	6	11	6	9	9	7	±5	13.0	±5.0	
Navy	84	±5	5	6	4	7	7	3	±3	9.0	±3.0	
Marine Corps	78	±15	4	7	4	5	4	2	±3	9.0	±4.0	
Air Force	88	±4	2	2	2	2	2	2	±2	3.0	±2.0	
Enlisted	82	±4	5	8	5	7	7	5	±2	11.0	±3.0	
E1 – E4	79	±7	5	8	6	7	7	7	±3	11.0	±4.0	
E5 – E9	85	±4	5	8	4	7	7	4	±3	10.0	±3.0	
Officers	92	±4	1	2	1	2	2	1	±2	3.0	±2.0	
O1 – O3	90	±5	2	3	2	2	2	1	±2	3.0	±2.0	
O4 – O6	95	±2	1	2	1	1	1	0	±2	2.0	±2.0	
NHPI	81	±7	8	9	8	15	9	7	±12	17.0	±11.0	
Army	82	±10	9	9	10	NR	11	8	±12	23.0	±18.0	
Navy	71	±16	9	9	8	9	6	6	±11	10.0	±10.0	
Marine Corps	76	±13	NR	NR	NR	NR	NR	NR		NR		
Air Force	87	±4	1	2	1	2	1	0	±2	2.0	±2.0	
Enlisted	80	±7	9	9	9	16	10	7	±12	19.0	±12.0	
Officers	96	±4	1	0	0	1	0	0	±2	1.0	±3.0	
TWO OR MORE RACES	88	±4	6	10	5	8	7	2	±6	12.0	±6.0	
Army	87	±8	12	16	9	11	10	1	±15	19.0	±14.0	
Navy	85	±6	4	9	NR	10	7	NR	±11	12.0	±10.0	
Marine Corps	87	±13	NR	NR	5	NR	NR	NR	±10	NR		
Air Force	91	±4	1	2	1	1	1	0	±3	2.0	±2.0	
Enlisted	87	±5	7	11	6	9	8	2	±7	13.0	±7.0	
E1 – E4	84	±7	11	16	10	13	12	3	±12	18.0	±12.0	
E5 – E9	91	±4	2	6	1	5	4	1	±7	7.0	±6.0	
Officers	89	±8	NR	3	0	1	1	0	±7	7.0	±11.0	
O1 – O3	90	±9	NR	NR	0	2	1	0	±3	9.0	±15.0	
O4 – O6	86	±17	1	2	1	1	2	0	±3	3.0	±3.0	
COAST GUARD	89	±2	2	3	2	2	2	1	±2	5.0	±2.0	
White	90	±3	2	4	2	2	2	1	±2	5.0	±2.0	
Black	85	±3	1	2	1	2	1	1	±2	5.0	±2.0	
Hispanic	86	±4	2	3	2	4	3	2	±4	5.0	±3.0	
Other Race/Ethnicity	89	±4	1	4	1	2	2	1	±3	5.0	±3.0	
Enlisted	88	±3	2	4	2	3	3	2	±2	5.0	±2.0	
Officers	95	±2	0	3	0	1	1	0	±3	4.0	±3.0	
Male	89	±2	2	4	2	2	2	1	±2	5.0	±2.0	
Female	88	±2	2	3	2	2	2	2	±4	4.0	±3.0	
Not Deployed Past 12 Months	90	±2	2	3	2	2	2	1	±2	4.0	±2.0	
Deployed Past 12 Months	85	±5	2	4	2	3	3	2	±4	8.0	±5.0	

NR: Not reportable

## 88. At your installation/ship, to what extent...

## a. Are racist/extremist organizations or individuals a problem?

1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	88	±1	86	9	4	1	1	±1	1.2	±0.1	
Army	86	±2	79	14	5	1	1	±2	1.3	±0.1	
Navy	88	±2	90	5	4	1	1	±2	1.2	±0.1	
Marine Corps	87	±3	87	8	3	1	1	±3	1.2	±0.1	
Air Force	91	±2	93	5	2	0	0	±2	1.1	±0.1	
Enlisted	87	±1	86	9	4	1	1	±2	1.2	±0.1	
E1 – E4	84	±2	85	8	5	1	1	±2	1.3	±0.1	
E5 – E9	88	±1	86	10	3	1	0	±2	1.2	±0.1	
Officers	93	±2	88	9	2	0	0	±2	1.2	±0.1	
O1 – O3	92	±2	88	9	2	0	0	±3	1.1	±0.1	
O4 – O6	95	±2	88	10	1	0	0	±3	1.2	±0.1	
Male	88	±1	86	9	4	1	1	±1	1.2	±0.1	
Female	86	±2	85	9	4	1	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	88	±1	88	8	3	1	1	±2	1.2	±0.1	
Deployed Past 12 Months	86	±2	82	11	5	1	1	±2	1.3	±0.1	
WHITE	89	±2	88	8	3	1	0	±2	1.2	±0.1	
Army	87	±3	80	13	5	2	0	±3	1.3	±0.1	
Navy	89	±3	92	5	2	0	0	±3	1.1	±0.1	
Marine Corps	89	±4	88	8	2	1	1	±4	1.2	±0.1	
Air Force	92	±2	94	5	1	0	0	±2	1.1	±0.1	
Enlisted	88	±2	87	8	3	1	0	±2	1.2	±0.1	
E1 – E4	86	±3	86	8	4	1	1	±3	1.2	±0.1	
E5 – E9	89	±2	88	9	2	1	0	±2	1.2	±0.1	
Officers	94	±2	88	9	2	0	0	±3	1.1	±0.1	
O1 – O3	92	±3	89	9	2	0	0	±4	1.1	±0.1	
O4 – O6	96	±2	88	10	1	0	0	±4	1.1	±0.1	
BLACK	85	±2	81	11	6	0	1	±3	1.3	±0.1	
Army	82	±4	76	16	6	0	1	±5	1.3	±0.1	
Navy	88	±3	86	7	5	1	1	±4	1.2	±0.1	
Marine Corps	79	±5	77	12	8	1	2	±6	1.4	±0.1	
Air Force	90	±3	87	7	5	0	1	±3	1.2	±0.1	
Enlisted	84	±2	81	12	6	0	1	±3	1.3	±0.1	
E1 – E4	80	±5	79	10	9	0	2	±5	1.4	±0.1	
E5 – E9	87	±2	82	12	4	0	1	±3	1.3	±0.1	
Officers	90	±3	86	10	3	1	1	±3	1.2	±0.1	
O1 – O3	87	±4	86	11	1	1	1	±4	1.2	±0.1	
O4 – O6	93	±3	86	11	2	1	0	±4	1.2	±0.1	
HISPANIC	84	±2	86	8	4	1	1	±3	1.2	±0.1	
Army	82	±4	82	10	4	1	2	±4	1.3	±0.1	
Navy	85	±4	87	6	6	1	0	±5	1.2	±0.1	
Marine Corps	84	±5	86	10	3	0	1	±9	1.2	±0.1	
Air Force	92	±3	92	5	3	0	0	±5	1.1	±0.1	
Enlisted	84	±2	85	8	4	1	1	±3	1.2	±0.1	
E1 – E4	81	±4	84	8	5	2	1	±5	1.3	±0.1	
E5 – E9	87	±3	86	8	4	0	1	±3	1.2	±0.1	

Note. Percent responding are active duty members who answered the question.

88a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	91	±4	90	8	2	0	0	±5	1.1	±0.1	
O1 – O3	92	±4	92	6	2	0	0	±8	1.1	±0.1	
O4 – O6	95	±2	88	11	1	0	0	±7	1.1	±0.1	
AIAN	86	±5	83	11	4	0	1	±9	1.3	±0.1	
Army	84	±10	73	21	5	1	0	±18	1.3	±0.2	
Navy	86	±10	89	5	5	0	1	±7	1.2	±0.1	
Marine Corps	87	±9	89	3	3	0	NR	±13	1.3	±0.3	
Air Force	93	±4	95	3	1	1	0	±4	1.1	±0.1	
Enlisted	85	±6	82	11	5	1	1	±10	1.3	±0.1	
E1 – E4	85	±8	80	NR	4	1	2	±17	1.3	±0.2	
E5 – E9	86	±9	84	10	5	0	0	±9	1.2	±0.1	
Officers	94	±9	NR	NR	1	0	0	±2	1.1	±0.2	
O1 – O3	97	±3	92	7	1	0	0	±10	1.1	±0.1	
O4 – O6	91	±16	NR	NR	0	NR	0	±2	NR		
ASIAN	85	±3	81	10	7	1	1	±3	1.3	±0.1	
Army	84	±7	75	15	6	2	1	±6	1.4	±0.1	
Navy	86	±4	82	7	9	1	1	±6	1.3	±0.1	
Marine Corps	79	±15	86	9	4	1	1	±5	1.2	±0.1	
Air Force	89	±4	84	8	5	1	1	±8	1.3	±0.2	
Enlisted	84	±4	80	9	8	1	1	±4	1.4	±0.1	
E1 – E4	81	±7	77	9	10	2	2	±7	1.4	±0.2	
E5 – E9	86	±4	81	10	7	1	1	±4	1.3	±0.1	
Officers	92	±4	86	11	1	0	1	±7	1.2	±0.1	
O1 – O3	90	±5	86	12	2	0	1	±9	1.2	±0.1	
O4 – O6	95	±2	86	12	1	0	1	±15	1.2	±0.2	
NHPI	81	±7	81	10	4	1	4	±12	1.4	±0.2	
Army	83	±10	78	NR	3	1	NR	±18	1.4	±0.3	
Navy	70	±16	75	7	9	0	NR	±16	1.6	±0.5	
Marine Corps	76	±13	88	4	2	2	3	±8	1.3	±0.2	
Air Force	89	±4	94	3	1	0	1	±3	1.1	±0.1	
Enlisted	81	±7	80	11	4	1	4	±13	1.4	±0.2	
Officers	96	±4	98	2	NR	NR	NR	±4	1.0	±0.1	
TWO OR MORE RACES	90	±3	85	10	3	2	1	±7	1.2	±0.2	
Army	89	±7	77	16	0	NR	NR	±13	1.4	±0.3	
Navy	87	±6	90	7	2	0	0	±9	1.1	±0.1	
Marine Corps	91	±7	NR	NR	NR	0	0	±1	1.4	±0.4	
Air Force	94	±3	96	4	0	0	0	±5	1.1	±0.1	
Enlisted	90	±4	86	8	3	2	1	±8	1.2	±0.2	
E1 – E4	88	±6	86	4	5	NR	2	±10	1.3	±0.3	
E5 – E9	92	±4	85	13	1	0	0	±8	1.2	±0.1	
Officers	89	±8	82	18	0	0	0	±16	1.2	±0.2	
O1 – O3	90	±9	NR	NR	0	0	0	±1	1.2	±0.2	
O4 – O6	86	±17	NR	NR	0	0	1	±2	1.2	±0.3	
COAST GUARD	91	±2	95	2	2	0	0	±2	1.1	±0.1	
White	92	±2	96	2	1	0	0	±2	1.1	±0.1	
Black	87	±3	90	6	3	0	1	±3	1.2	±0.1	
Hispanic	87	±4	94	3	2	0	1	±2	1.1	±0.1	
Other Race/Ethnicity	90	±4	91	3	5	0	1	±7	1.2	±0.1	
Enlisted	90	±2	95	3	2	0	0	±2	1.1	±0.1	
Officers	96	±2	97	2	1	0	0	±2	1.0	±0.1	
Male	91	±2	95	2	2	0	0	±2	1.1	±0.1	
Female	90	±2	94	3	2	0	1	±2	1.1	±0.1	
Not Deployed Past 12 Months	92	±2	95	2	2	0	0	±2	1.1	±0.1	
Deployed Past 12 Months	88	±4	94	3	1	1	0	±5	1.1	±0.1	

NR: Not reportable



## 88. At your installation/ship, to what extent...

## b. Are hate crimes a problem?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	88	±1	89	7	3	1	1	±1	1.2	±0.1	
Army	86	±2	84	11	4	1	1	±2	1.2	±0.1	
Navy	88	±2	93	3	3	0	1	±2	1.1	±0.1	
Marine Corps	87	±3	90	6	3	1	1	±3	1.2	±0.1	
Air Force	91	±2	94	4	2	0	0	±2	1.1	±0.1	
Enlisted	87	±1	88	7	3	1	1	±1	1.2	±0.1	
E1 – E4	85	±2	88	6	5	1	1	±2	1.2	±0.1	
E5 – E9	89	±1	89	8	2	0	0	±2	1.2	±0.1	
Officers	93	±2	92	6	1	0	0	±2	1.1	±0.1	
O1 – O3	92	±2	93	6	1	0	0	±2	1.1	±0.1	
O4 – O6	96	±2	92	7	1	0	0	±3	1.1	±0.1	
Male	88	±1	89	7	3	1	1	±1	1.2	±0.1	
Female	86	±2	89	7	3	0	1	±3	1.2	±0.1	
Not Deployed Past 12 Months	89	±1	91	6	2	0	1	±1	1.1	±0.1	
Deployed Past 12 Months	87	±2	86	9	4	1	1	±2	1.2	±0.1	
WHITE	89	±2	90	6	2	1	0	±2	1.1	±0.1	
Army	87	±3	84	11	4	1	0	±3	1.2	±0.1	
Navy	90	±2	95	2	2	0	0	±2	1.1	±0.1	
Marine Corps	90	±4	92	5	2	1	1	±4	1.1	±0.1	
Air Force	92	±2	95	4	1	0	0	±2	1.1	±0.1	
Enlisted	88	±2	90	6	3	1	0	±2	1.2	±0.1	
E1 – E4	87	±3	89	6	4	1	1	±3	1.2	±0.1	
E5 – E9	90	±2	91	7	2	0	0	±2	1.1	±0.1	
Officers	94	±2	93	6	1	0	0	±2	1.1	±0.1	
O1 – O3	92	±3	94	5	1	0	0	±3	1.1	±0.1	
O4 – O6	96	±2	92	6	1	0	0	±3	1.1	±0.1	
BLACK	85	±2	87	8	4	0	1	±2	1.2	±0.1	
Army	83	±4	83	11	4	0	1	±4	1.2	±0.1	
Navy	88	±3	90	4	4	1	1	±3	1.2	±0.1	
Marine Corps	80	±5	82	8	8	1	1	±6	1.3	±0.1	
Air Force	90	±3	92	4	3	0	1	±3	1.1	±0.1	
Enlisted	85	±2	86	8	5	0	1	±3	1.2	±0.1	
E1 – E4	80	±5	87	5	7	0	1	±5	1.2	±0.1	
E5 – E9	87	±2	86	9	3	0	1	±3	1.2	±0.1	
Officers	90	±3	89	9	1	0	0	±3	1.1	±0.1	
O1 – O3	87	±4	89	8	1	0	1	±4	1.2	±0.1	
O4 – O6	93	±2	90	8	1	0	0	±3	1.1	±0.1	
HISPANIC	85	±2	88	7	3	0	1	±3	1.2	±0.1	
Army	82	±4	84	10	4	1	1	±4	1.2	±0.1	
Navy	84	±4	90	5	3	1	2	±5	1.2	±0.1	
Marine Corps	84	±5	89	7	2	0	1	±9	1.2	±0.1	
Air Force	92	±3	93	4	3	0	0	±4	1.1	±0.1	
Enlisted	84	±2	88	7	3	0	1	±3	1.2	±0.1	
E1 – E4	81	±4	89	6	4	1	1	±5	1.2	±0.1	
E5 – E9	87	±3	87	8	3	0	1	±3	1.2	±0.1	

Note. Percent responding are active duty members who answered the question.

88b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	91	±4	91	8	1	0	0	±6	1.1	±0.1	
O1 – O3	92	±4	90	9	2	0	0	±10	1.1	±0.1	
O4 – O6	95	±2	91	9	0	0	0	±8	1.1	±0.1	
AIAN	86	±5	85	11	3	1	1	±9	1.2	±0.1	
Army	84	±10	75	20	4	1	0	±18	1.3	±0.2	
Navy	86	±10	92	5	2	0	1	±6	1.1	±0.1	
Marine Corps	87	±9	90	3	3	NR	1	±12	1.2	±0.3	
Air Force	93	±4	96	2	1	0	0	±3	1.1	±0.1	
Enlisted	85	±6	84	11	3	2	1	±11	1.2	±0.1	
E1 – E4	85	±8	80	NR	4	2	1	±17	1.3	±0.2	
E5 – E9	86	±9	88	9	3	0	0	±10	1.2	±0.1	
Officers	94	±9	NR	NR	0	0	0	±1	1.1	±0.2	
O1 – O3	97	±3	94	5	0	0	0	±10	1.1	±0.1	
O4 – O6	91	±16	NR	NR	NR	NR	0	±2	NR		
ASIAN	85	±3	85	8	5	1	1	±3	1.3	±0.1	
Army	85	±7	79	12	6	2	1	±6	1.4	±0.1	
Navy	86	±4	86	6	5	1	2	±4	1.3	±0.1	
Marine Corps	78	±15	88	6	3	1	1	±4	1.2	±0.1	
Air Force	89	±4	88	5	5	1	1	±8	1.2	±0.2	
Enlisted	84	±4	83	8	6	2	2	±3	1.3	±0.1	
E1 – E4	81	±7	81	7	8	3	2	±5	1.4	±0.1	
E5 – E9	86	±4	84	9	5	1	2	±4	1.3	±0.1	
Officers	92	±4	91	6	2	0	0	±6	1.1	±0.1	
O1 – O3	91	±5	92	4	2	1	0	±4	1.1	±0.1	
O4 – O6	96	±2	89	NR	1	0	0	±16	1.1	±0.2	
NHPI	81	±7	83	4	8	3	2	±13	1.4	±0.3	
Army	83	±10	80	5	NR	NR	1	±18	1.4	±0.4	
Navy	70	±16	79	2	11	0	NR	±17	1.6	±0.6	
Marine Corps	76	±13	90	2	3	2	3	±8	1.3	±0.2	
Air Force	89	±4	95	3	1	0	1	±3	1.1	±0.1	
Enlisted	81	±7	82	4	8	3	2	±14	1.4	±0.3	
Officers	96	±4	99	1	NR	NR	NR	±4	1.0	±0.1	
TWO OR MORE RACES	90	±3	88	8	1	1	1	±8	1.2	±0.1	
Army	89	±7	78	15	1	NR	NR	±14	1.4	±0.3	
Navy	87	±6	94	4	2	0	1	±11	1.1	±0.1	
Marine Corps	91	±7	NR	NR	NR	0	0	±1	1.3	±0.2	
Air Force	94	±3	98	2	0	0	0	±1	1.0	±0.1	
Enlisted	90	±4	87	8	2	NR	1	±7	1.2	±0.2	
E1 – E4	88	±6	84	10	1	NR	2	±12	1.3	±0.3	
E5 – E9	92	±4	91	7	2	0	0	±7	1.1	±0.1	
Officers	89	±8	93	NR	0	0	0	±14	1.1	±0.1	
O1 – O3	90	±9	NR	NR	0	0	0	±1	1.1	±0.2	
O4 – O6	86	±17	95	4	0	0	0	±5	1.1	±0.1	
COAST GUARD	91	±2	96	2	2	0	0	±2	1.1	±0.1	
White	92	±2	97	1	2	0	0	±2	1.1	±0.1	
Black	87	±3	93	4	1	0	2	±2	1.1	±0.1	
Hispanic	88	±4	96	2	1	0	1	±2	1.1	±0.1	
Other Race/Ethnicity	90	±4	93	3	3	0	1	±6	1.1	±0.1	
Enlisted	90	±2	96	2	2	0	0	±2	1.1	±0.1	
Officers	96	±2	97	1	1	0	0	±2	1.0	±0.1	
Male	91	±2	96	2	2	0	0	±2	1.1	±0.1	
Female	90	±2	96	2	1	0	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	92	±2	96	2	2	0	0	±2	1.1	±0.1	
Deployed Past 12 Months	88	±4	96	1	2	1	0	±5	1.1	±0.1	

NR: Not reportable

## 88. At your installation/ship, to what extent...

## c. Are gangs a problem?

1. Not at all  
4. Large extent

2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	88	±1	85	8	5	1	1	±1	1.3	±0.1	■
Army	85	±2	75	13	7	3	1	±2	1.4	±0.1	■
Navy	88	±2	92	3	3	1	1	±2	1.1	±0.1	■
Marine Corps	87	±3	86	8	4	1	1	±3	1.2	±0.1	■
Air Force	91	±2	91	5	3	0	1	±2	1.1	±0.1	■
Enlisted	86	±1	85	8	5	2	1	±2	1.3	±0.1	■
E1 – E4	84	±2	85	6	6	2	1	±2	1.3	±0.1	■
E5 – E9	88	±2	84	9	4	2	1	±2	1.3	±0.1	■
Officers	93	±2	85	10	3	0	0	±2	1.2	±0.1	■
O1 – O3	91	±2	86	9	4	0	1	±3	1.2	±0.1	■
O4 – O6	95	±2	85	11	3	1	0	±3	1.2	±0.1	■
Male	88	±1	84	8	5	2	1	±2	1.3	±0.1	■
Female	86	±2	86	8	5	1	1	±3	1.2	±0.1	■
Not Deployed Past 12 Months	88	±1	87	7	4	1	1	±2	1.2	±0.1	■
Deployed Past 12 Months	86	±2	81	10	6	2	1	±2	1.3	±0.1	■
WHITE	89	±2	85	8	4	1	1	±2	1.2	±0.1	■
Army	87	±3	75	14	8	3	1	±3	1.4	±0.1	■
Navy	89	±3	94	3	3	1	1	±2	1.1	±0.1	■
Marine Corps	89	±4	87	7	3	1	1	±4	1.2	±0.1	■
Air Force	92	±2	93	5	2	0	0	±2	1.1	±0.1	■
Enlisted	88	±2	85	7	5	2	1	±2	1.2	±0.1	■
E1 – E4	87	±3	86	6	6	2	1	±3	1.3	±0.1	■
E5 – E9	89	±2	85	9	4	2	0	±2	1.2	±0.1	■
Officers	94	±2	86	10	3	0	0	±3	1.2	±0.1	■
O1 – O3	92	±3	87	9	4	0	1	±4	1.2	±0.1	■
O4 – O6	95	±2	85	11	3	1	0	±4	1.2	±0.1	■
BLACK	85	±2	82	9	6	1	1	±3	1.3	±0.1	■
Army	82	±4	76	13	8	1	1	±5	1.4	±0.1	■
Navy	87	±3	90	4	4	1	1	±3	1.2	±0.1	■
Marine Corps	79	±5	79	10	8	1	2	±6	1.4	±0.1	■
Air Force	90	±3	87	7	4	1	2	±3	1.2	±0.1	■
Enlisted	84	±2	82	9	6	1	1	±3	1.3	±0.1	■
E1 – E4	80	±5	84	7	7	0	2	±5	1.3	±0.1	■
E5 – E9	87	±2	81	11	6	2	1	±3	1.3	±0.1	■
Officers	90	±3	85	9	4	1	1	±3	1.2	±0.1	■
O1 – O3	87	±4	86	8	3	2	1	±4	1.2	±0.1	■
O4 – O6	93	±3	86	9	3	1	0	±4	1.2	±0.1	■
HISPANIC	84	±2	84	8	5	2	1	±3	1.3	±0.1	■
Army	82	±4	78	10	6	3	3	±4	1.4	±0.1	■
Navy	84	±4	91	5	3	1	0	±4	1.2	±0.1	■
Marine Corps	84	±5	85	10	3	1	1	±9	1.2	±0.1	■
Air Force	91	±3	89	5	4	0	0	±5	1.2	±0.1	■
Enlisted	84	±2	84	8	5	2	2	±3	1.3	±0.1	■
E1 – E4	80	±4	86	7	5	1	1	±5	1.3	±0.1	■
E5 – E9	87	±3	83	8	5	2	2	±3	1.3	±0.1	■

Note. Percent responding are active duty members who answered the question.

88c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	91	±4	87	10	3	0	0	±6	1.2	±0.1	
O1 – O3	91	±4	89	7	3	0	0	±7	1.1	±0.1	
O4 – O6	95	±2	89	8	2	0	0	±3	1.1	±0.1	
AIAN	86	±5	84	8	5	1	1	±6	1.3	±0.1	
Army	84	±10	78	14	5	2	1	±11	1.3	±0.2	
Navy	86	±10	NR	3	NR	0	1	±5	1.2	±0.3	
Marine Corps	87	±9	89	2	4	0	NR	±13	1.3	±0.3	
Air Force	93	±4	94	3	2	1	0	±4	1.1	±0.1	
Enlisted	85	±6	86	7	4	1	2	±6	1.3	±0.1	
E1 – E4	84	±8	88	4	4	2	2	±7	1.3	±0.2	
E5 – E9	86	±9	84	10	5	0	1	±9	1.2	±0.1	
Officers	94	±9	NR	NR	NR	0	0	±1	NR		
O1 – O3	97	±3	NR	6	NR	0	1	±10	NR		
O4 – O6	90	±17	NR	NR	1	0	0	±3	NR		
ASIAN	85	±3	83	8	6	1	2	±3	1.3	±0.1	
Army	84	±7	72	14	9	2	3	±6	1.5	±0.2	
Navy	85	±5	87	5	5	1	2	±3	1.3	±0.1	
Marine Corps	78	±15	87	7	4	1	1	±4	1.2	±0.1	
Air Force	89	±4	86	5	6	1	2	±8	1.3	±0.2	
Enlisted	84	±4	82	7	7	1	3	±3	1.4	±0.1	
E1 – E4	80	±7	81	6	9	2	2	±5	1.4	±0.1	
E5 – E9	86	±4	83	8	6	1	3	±4	1.3	±0.1	
Officers	92	±4	86	11	3	0	1	±7	1.2	±0.1	
O1 – O3	90	±5	86	10	3	0	1	±9	1.2	±0.1	
O4 – O6	95	±2	85	12	2	1	1	±15	1.2	±0.2	
NHPI	81	±7	86	6	4	1	3	±8	1.3	±0.2	
Army	83	±10	86	5	4	NR	NR	±11	1.3	±0.3	
Navy	70	±16	74	NR	8	NR	1	±16	1.4	±0.3	
Marine Corps	76	±13	85	6	3	3	3	±8	1.3	±0.2	
Air Force	88	±4	93	2	3	0	1	±3	1.1	±0.1	
Enlisted	80	±7	85	6	5	1	3	±8	1.3	±0.2	
Officers	96	±4	97	2	0	NR	NR	±7	1.0	±0.1	
TWO OR MORE RACES	90	±3	85	9	2	3	1	±6	1.3	±0.2	
Army	89	±7	70	18	2	8	2	±15	1.5	±0.3	
Navy	87	±6	94	4	2	0	1	±5	1.1	±0.1	
Marine Corps	91	±7	85	7	7	0	0	±15	1.2	±0.2	
Air Force	94	±3	94	4	1	0	0	±5	1.1	±0.1	
Enlisted	90	±4	85	8	2	3	1	±7	1.3	±0.2	
E1 – E4	88	±6	86	5	2	NR	2	±11	1.3	±0.3	
E5 – E9	92	±4	85	12	1	2	0	±8	1.2	±0.1	
Officers	89	±8	80	15	4	0	0	±15	1.2	±0.2	
O1 – O3	90	±9	NR	NR	6	0	0	±13	1.3	±0.2	
O4 – O6	86	±17	NR	NR	0	1	1	±2	1.2	±0.3	
COAST GUARD	91	±2	96	2	2	1	0	±2	1.1	±0.1	
White	92	±2	96	1	2	1	0	±2	1.1	±0.1	
Black	87	±3	94	3	2	0	1	±2	1.1	±0.1	
Hispanic	88	±4	93	3	1	0	2	±5	1.1	±0.1	
Other Race/Ethnicity	90	±4	92	3	3	0	1	±6	1.1	±0.1	
Enlisted	90	±2	95	2	2	1	0	±2	1.1	±0.1	
Officers	96	±2	98	1	1	0	0	±2	1.0	±0.1	
Male	91	±2	95	2	2	1	0	±2	1.1	±0.1	
Female	90	±2	97	1	1	0	0	±2	1.1	±0.1	
Not Deployed Past 12 Months	92	±2	96	2	2	0	0	±2	1.1	±0.1	
Deployed Past 12 Months	88	±4	94	2	3	1	0	±5	1.1	±0.1	

NR: Not reportable

**89. In the local community around your installation, to what extent...****a. Are racist/extremist organizations or individuals a problem?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
<b>TOTAL DOD</b>	87	±1	69	19	8	2	1	±2	1.5	±0.1	■
Army	85	±2	67	20	10	2	2	±3	1.5	±0.1	■
Navy	88	±2	71	18	8	2	1	±3	1.4	±0.1	■
Marine Corps	86	±3	73	18	7	1	1	±4	1.4	±0.1	■
Air Force	91	±2	69	21	8	2	1	±3	1.5	±0.1	■
Enlisted	86	±1	71	17	9	2	1	±2	1.5	±0.1	■
E1 – E4	84	±2	74	14	9	2	2	±3	1.4	±0.1	■
E5 – E9	88	±2	68	20	8	2	1	±2	1.5	±0.1	■
Officers	93	±2	63	29	7	2	0	±3	1.5	±0.1	■
O1 – O3	91	±2	66	25	7	2	0	±4	1.5	±0.1	■
O4 – O6	95	±2	56	35	7	2	0	±4	1.6	±0.1	■
Male	87	±1	70	19	8	2	1	±2	1.5	±0.1	■
Female	85	±2	66	20	10	3	1	±3	1.5	±0.1	■
Not Deployed Past 12 Months	88	±1	70	19	8	2	1	±2	1.5	±0.1	■
Deployed Past 12 Months	86	±2	69	19	8	2	2	±2	1.5	±0.1	■
<b>WHITE</b>	89	±2	68	20	9	2	1	±2	1.5	±0.1	■
Army	87	±3	66	20	10	2	2	±4	1.5	±0.1	■
Navy	89	±3	69	19	8	2	1	±4	1.5	±0.1	■
Marine Corps	89	±4	71	20	6	1	1	±5	1.4	±0.1	■
Air Force	92	±2	67	22	8	2	1	±3	1.5	±0.1	■
Enlisted	87	±2	69	18	9	2	2	±2	1.5	±0.1	■
E1 – E4	86	±3	73	15	9	2	2	±4	1.5	±0.1	■
E5 – E9	89	±2	66	21	9	2	1	±3	1.5	±0.1	■
Officers	94	±2	61	30	7	2	0	±4	1.5	±0.1	■
O1 – O3	92	±3	65	25	8	2	0	±5	1.5	±0.1	■
O4 – O6	96	±2	54	37	7	2	0	±5	1.6	±0.1	■
<b>BLACK</b>	84	±2	73	17	8	1	1	±3	1.4	±0.1	■
Army	82	±4	72	17	9	2	1	±5	1.4	±0.1	■
Navy	87	±3	76	14	7	1	2	±4	1.4	±0.1	■
Marine Corps	79	±5	72	16	9	1	1	±5	1.4	±0.1	■
Air Force	89	±3	70	21	7	1	1	±4	1.4	±0.1	■
Enlisted	84	±2	73	16	8	1	1	±3	1.4	±0.1	■
E1 – E4	79	±5	77	10	10	2	1	±5	1.4	±0.1	■
E5 – E9	86	±2	70	20	8	1	1	±3	1.4	±0.1	■
Officers	89	±3	70	23	6	1	0	±4	1.4	±0.1	■
O1 – O3	86	±4	72	22	5	1	1	±5	1.4	±0.1	■
O4 – O6	92	±3	69	24	5	1	1	±5	1.4	±0.1	■
<b>HISPANIC</b>	84	±3	73	16	8	2	1	±3	1.4	±0.1	■
Army	81	±4	71	16	9	3	2	±5	1.5	±0.1	■
Navy	84	±4	75	17	7	1	1	±5	1.4	±0.1	■
Marine Corps	81	±6	79	14	6	1	0	±6	1.3	±0.1	■
Air Force	91	±3	72	18	7	1	1	±6	1.4	±0.1	■
Enlisted	83	±3	74	16	8	2	1	±3	1.4	±0.1	■
E1 – E4	79	±4	79	11	9	1	0	±5	1.3	±0.1	■
E5 – E9	87	±3	70	19	7	2	2	±4	1.5	±0.1	■

Note. Percent responding are active duty members who answered the question.

89a. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	89	±4	69	24	6	1	1	±6	1.4	±0.1	
O1 – O3	91	±4	70	22	6	1	1	±8	1.4	±0.1	
O4 – O6	92	±6	66	26	6	1	1	±7	1.4	±0.1	
AIAN	85	±6	69	24	5	2	1	±10	1.4	±0.1	
Army	83	±10	59	33	6	1	1	±17	1.5	±0.2	
Navy	84	±11	69	22	6	2	1	±15	1.4	±0.2	
Marine Corps	86	±9	87	9	3	1	0	±11	1.2	±0.2	
Air Force	93	±4	73	NR	4	2	1	±18	1.4	±0.2	
Enlisted	84	±6	77	15	6	2	1	±7	1.3	±0.1	
E1 – E4	82	±8	84	8	5	2	0	±7	1.3	±0.2	
E5 – E9	86	±9	69	22	6	2	1	±10	1.4	±0.2	
Officers	93	±9	24	NR	2	1	1	±17	1.8	±0.2	
O1 – O3	95	±6	NR	NR	4	1	1	±5	1.7	±0.2	
O4 – O6	91	±16	NR	NR	1	1	1	±3	1.9	±0.2	
ASIAN	85	±3	74	15	8	2	1	±3	1.4	±0.1	
Army	84	±7	72	18	7	2	1	±6	1.4	±0.1	
Navy	85	±5	74	13	10	1	1	±6	1.4	±0.1	
Marine Corps	78	±15	77	16	4	2	1	±8	1.3	±0.1	
Air Force	88	±4	75	15	7	1	2	±6	1.4	±0.1	
Enlisted	83	±4	74	14	9	2	1	±4	1.4	±0.1	
E1 – E4	80	±7	74	12	11	2	1	±7	1.4	±0.2	
E5 – E9	86	±4	74	15	7	2	2	±4	1.4	±0.1	
Officers	91	±4	74	20	5	1	1	±6	1.3	±0.1	
O1 – O3	89	±5	77	18	4	1	1	±8	1.3	±0.1	
O4 – O6	95	±2	67	25	6	1	0	±11	1.4	±0.2	
NHPI	81	±7	67	22	6	3	2	±12	1.5	±0.2	
Army	83	±10	65	NR	4	NR	0	±18	1.5	±0.3	
Navy	69	±16	62	14	15	1	NR	±14	1.8	±0.5	
Marine Corps	76	±13	78	14	4	2	2	±9	1.4	±0.2	
Air Force	88	±4	72	18	7	2	1	±9	1.4	±0.2	
Enlisted	80	±7	68	21	7	3	2	±12	1.5	±0.2	
Officers	96	±4	NR	NR	1	NR	NR	±3	NR		
TWO OR MORE RACES	89	±4	66	23	6	3	2	±7	1.5	±0.2	
Army	87	±8	60	28	5	NR	2	±14	1.6	±0.3	
Navy	86	±6	70	17	7	3	3	±10	1.5	±0.2	
Marine Corps	91	±7	NR	NR	7	NR	0	±12	1.5	±0.3	
Air Force	93	±3	71	19	7	2	1	±10	1.4	±0.2	
Enlisted	89	±4	66	22	6	4	2	±8	1.5	±0.2	
E1 – E4	88	±6	68	21	4	5	3	±12	1.5	±0.3	
E5 – E9	90	±5	64	24	8	3	1	±9	1.5	±0.2	
Officers	89	±8	68	26	5	0	1	±14	1.4	±0.2	
O1 – O3	89	±9	68	26	NR	0	0	±17	1.4	±0.2	
O4 – O6	86	±17	NR	NR	5	1	2	±6	1.5	±0.3	
COAST GUARD	90	±2	67	20	9	3	1	±3	1.5	±0.1	
White	91	±3	66	21	10	3	1	±4	1.5	±0.1	
Black	86	±3	71	17	10	1	1	±4	1.4	±0.1	
Hispanic	87	±4	73	15	8	2	1	±4	1.4	±0.1	
Other Race/Ethnicity	90	±4	65	20	9	4	2	±7	1.6	±0.2	
Enlisted	89	±2	70	17	9	3	1	±4	1.5	±0.1	
Officers	96	±2	55	30	12	2	1	±5	1.6	±0.1	
Male	90	±2	67	20	10	3	1	±3	1.5	±0.1	
Female	89	±2	67	19	9	3	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	91	±2	67	20	9	3	1	±3	1.5	±0.1	
Deployed Past 12 Months	87	±4	65	18	13	3	1	±6	1.6	±0.2	

NR: Not reportable

**89. In the local community around your installation, to what extent...****b. Are hate crimes a problem?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
<b>TOTAL DOD</b>	87	±1	71	18	7	2	1	±2	1.4	±0.1	■
Army	85	±2	69	19	8	2	1	±3	1.5	±0.1	■
Navy	88	±2	73	17	7	2	1	±3	1.4	±0.1	■
Marine Corps	86	±3	74	16	7	1	1	±4	1.4	±0.1	■
Air Force	91	±2	71	20	6	2	1	±3	1.4	±0.1	■
Enlisted	86	±1	72	17	8	2	1	±2	1.4	±0.1	■
E1 – E4	84	±2	75	13	8	2	2	±3	1.4	±0.1	■
E5 – E9	88	±2	70	20	7	2	1	±2	1.4	±0.1	■
Officers	93	±2	68	25	6	2	0	±3	1.4	±0.1	■
O1 – O3	91	±3	71	21	6	1	0	±4	1.4	±0.1	■
O4 – O6	95	±2	61	31	6	2	0	±4	1.5	±0.1	■
Male	88	±1	72	18	7	2	1	±2	1.4	±0.1	■
Female	85	±2	68	19	9	2	1	±3	1.5	±0.1	■
Not Deployed Past 12 Months	88	±1	71	18	7	2	1	±2	1.4	±0.1	■
Deployed Past 12 Months	86	±2	71	18	7	2	2	±2	1.4	±0.1	■
<b>WHITE</b>	89	±2	70	19	8	2	1	±2	1.5	±0.1	■
Army	87	±3	68	19	9	2	2	±3	1.5	±0.1	■
Navy	89	±3	72	18	8	2	1	±4	1.4	±0.1	■
Marine Corps	89	±4	71	18	7	2	1	±5	1.4	±0.1	■
Air Force	91	±2	70	21	7	2	1	±3	1.4	±0.1	■
Enlisted	88	±2	71	18	8	2	2	±2	1.5	±0.1	■
E1 – E4	86	±3	74	14	8	2	2	±4	1.4	±0.1	■
E5 – E9	89	±2	68	21	8	2	1	±3	1.5	±0.1	■
Officers	94	±2	66	26	6	2	0	±3	1.4	±0.1	■
O1 – O3	92	±3	70	22	7	2	0	±5	1.4	±0.1	■
O4 – O6	95	±2	60	32	6	2	0	±5	1.5	±0.1	■
<b>BLACK</b>	85	±2	76	16	6	1	1	±3	1.4	±0.1	■
Army	82	±4	75	17	7	1	1	±5	1.4	±0.1	■
Navy	87	±3	79	14	5	1	1	±4	1.3	±0.1	■
Marine Corps	79	±5	75	14	8	1	1	±6	1.4	±0.1	■
Air Force	89	±3	74	19	6	1	1	±4	1.3	±0.1	■
Enlisted	84	±2	76	16	7	1	1	±3	1.4	±0.1	■
E1 – E4	80	±5	79	10	8	2	1	±5	1.4	±0.1	■
E5 – E9	87	±2	74	19	6	1	1	±3	1.4	±0.1	■
Officers	89	±3	75	20	4	0	0	±4	1.3	±0.1	■
O1 – O3	86	±4	77	19	4	0	0	±5	1.3	±0.1	■
O4 – O6	92	±3	72	24	3	1	1	±5	1.4	±0.1	■
<b>HISPANIC</b>	84	±3	75	16	7	2	1	±3	1.4	±0.1	■
Army	81	±4	72	17	7	3	1	±5	1.4	±0.1	■
Navy	84	±4	76	15	6	2	0	±5	1.4	±0.1	■
Marine Corps	81	±6	82	11	6	1	0	±6	1.3	±0.1	■
Air Force	91	±3	73	19	7	1	0	±6	1.4	±0.1	■
Enlisted	83	±3	75	15	7	2	1	±3	1.4	±0.1	■
E1 – E4	79	±4	78	13	7	2	0	±5	1.3	±0.1	■
E5 – E9	87	±3	72	17	7	2	1	±4	1.4	±0.1	■

Note. Percent responding are active duty members who answered the question.

89b. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	90	±4	73	22	4	1	0	±6	1.3	±0.1	
O1 – O3	92	±4	77	18	5	1	0	±7	1.3	±0.1	
O4 – O6	92	±6	70	25	4	1	1	±7	1.4	±0.1	
AIAN	85	±6	71	21	6	2	1	±10	1.4	±0.1	
Army	83	±10	58	33	6	2	1	±17	1.5	±0.2	
Navy	84	±11	79	9	7	2	2	±9	1.4	±0.2	
Marine Corps	87	±9	88	8	3	1	0	±10	1.2	±0.2	
Air Force	93	±4	73	NR	5	2	1	±18	1.4	±0.2	
Enlisted	84	±6	77	14	6	2	1	±7	1.4	±0.1	
E1 – E4	82	±8	83	8	6	2	0	±8	1.3	±0.2	
E5 – E9	86	±9	71	19	7	1	2	±10	1.4	±0.2	
Officers	93	±9	NR	NR	2	1	0	±2	1.7	±0.3	
O1 – O3	95	±6	NR	NR	4	2	0	±5	1.4	±0.4	
O4 – O6	91	±16	NR	NR	1	1	0	±3	1.9	±0.2	
ASIAN	85	±3	75	13	8	2	2	±3	1.4	±0.1	
Army	84	±7	73	14	9	2	2	±5	1.4	±0.1	
Navy	85	±4	75	12	8	2	2	±6	1.4	±0.1	
Marine Corps	78	±15	78	14	6	1	1	±8	1.3	±0.1	
Air Force	88	±4	76	14	7	1	2	±6	1.4	±0.1	
Enlisted	83	±4	75	13	9	2	2	±4	1.4	±0.1	
E1 – E4	80	±7	74	10	11	4	1	±7	1.5	±0.2	
E5 – E9	86	±4	75	14	7	1	2	±4	1.4	±0.1	
Officers	92	±4	78	16	5	1	0	±5	1.3	±0.1	
O1 – O3	90	±5	82	12	5	1	0	±5	1.3	±0.1	
O4 – O6	96	±2	69	24	5	1	0	±11	1.4	±0.2	
NHPI	81	±7	66	20	9	2	3	±11	1.6	±0.2	
Army	83	±10	63	24	8	NR	2	±18	1.6	±0.3	
Navy	69	±16	65	9	17	0	NR	±14	1.8	±0.5	
Marine Corps	76	±13	67	26	4	2	2	±18	1.5	±0.2	
Air Force	88	±4	76	14	7	2	2	±8	1.4	±0.2	
Enlisted	80	±7	66	19	9	3	3	±12	1.6	±0.2	
Officers	96	±4	NR	NR	0	NR	NR	±2	NR		
TWO OR MORE RACES	89	±4	65	23	7	3	2	±7	1.5	±0.2	
Army	87	±8	60	31	3	NR	NR	±14	1.6	±0.3	
Navy	87	±6	70	17	9	1	2	±11	1.5	±0.2	
Marine Corps	91	±7	NR	9	NR	NR	NR	±9	1.8	±0.7	
Air Force	93	±3	68	23	5	4	0	±11	1.5	±0.2	
Enlisted	89	±4	65	22	7	4	3	±8	1.6	±0.2	
E1 – E4	88	±6	66	19	6	5	4	±12	1.6	±0.3	
E5 – E9	90	±5	63	26	8	2	1	±9	1.5	±0.2	
Officers	89	±8	71	23	5	0	0	±14	1.4	±0.2	
O1 – O3	89	±9	70	24	NR	0	0	±18	1.4	±0.2	
O4 – O6	86	±17	NR	NR	5	1	1	±6	1.4	±0.2	
COAST GUARD	90	±2	67	21	9	2	1	±3	1.5	±0.1	
White	91	±2	66	23	9	2	1	±4	1.5	±0.1	
Black	87	±3	74	18	6	1	1	±4	1.4	±0.1	
Hispanic	87	±4	76	13	7	2	1	±4	1.4	±0.1	
Other Race/Ethnicity	89	±4	64	18	12	2	3	±7	1.6	±0.2	
Enlisted	89	±2	70	19	8	2	1	±4	1.5	±0.1	
Officers	96	±2	58	30	11	1	0	±5	1.6	±0.1	
Male	91	±2	67	21	9	2	1	±3	1.5	±0.1	
Female	89	±2	67	21	9	2	2	±3	1.5	±0.1	
Not Deployed Past 12 Months	91	±2	67	22	8	2	1	±3	1.5	±0.1	
Deployed Past 12 Months	87	±4	70	17	11	2	0	±6	1.5	±0.1	

NR: Not reportable



**89. In the local community around your installation, to what extent...****c. Are gangs a problem?**1. Not at all  
4. Large extent2. Small extent  
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
<b>TOTAL DOD</b>	87	±1	61	18	13	5	3	±2	1.7	±0.1	
Army	85	±2	58	19	15	5	3	±3	1.8	±0.1	
Navy	87	±2	65	16	11	5	3	±3	1.6	±0.1	
Marine Corps	86	±3	63	17	13	4	3	±4	1.7	±0.1	
Air Force	91	±2	59	20	13	5	3	±3	1.7	±0.1	
Enlisted	86	±1	62	17	13	5	3	±2	1.7	±0.1	
E1 – E4	84	±2	67	13	13	4	3	±3	1.6	±0.1	
E5 – E9	88	±2	59	20	13	5	3	±2	1.7	±0.1	
Officers	93	±2	53	26	14	5	2	±3	1.8	±0.1	
O1 – O3	91	±2	59	20	13	5	2	±4	1.7	±0.1	
O4 – O6	95	±2	42	34	16	5	2	±4	1.9	±0.1	
Male	87	±1	61	18	13	5	3	±2	1.7	±0.1	
Female	85	±2	61	19	13	4	3	±3	1.7	±0.1	
Not Deployed Past 12 Months	88	±1	61	18	13	5	3	±2	1.7	±0.1	
Deployed Past 12 Months	86	±2	60	19	14	4	3	±3	1.7	±0.1	
<b>WHITE</b>	89	±2	58	19	15	5	3	±2	1.8	±0.1	
Army	87	±3	55	19	17	5	3	±4	1.8	±0.1	
Navy	89	±3	62	17	12	6	3	±4	1.7	±0.1	
Marine Corps	89	±4	59	19	14	4	4	±6	1.8	±0.2	
Air Force	91	±2	58	21	13	6	3	±3	1.8	±0.1	
Enlisted	87	±2	60	17	14	5	3	±3	1.8	±0.1	
E1 – E4	86	±3	65	14	13	4	4	±4	1.7	±0.1	
E5 – E9	89	±2	56	20	15	6	3	±3	1.8	±0.1	
Officers	94	±2	51	27	15	5	2	±4	1.8	±0.1	
O1 – O3	92	±3	58	20	14	5	3	±5	1.8	±0.1	
O4 – O6	95	±2	40	35	17	6	2	±5	2.0	±0.1	
<b>BLACK</b>	84	±2	66	18	11	4	2	±3	1.6	±0.1	
Army	82	±4	63	20	11	5	1	±5	1.6	±0.1	
Navy	87	±3	73	14	8	2	3	±4	1.5	±0.1	
Marine Corps	79	±5	67	17	8	5	2	±5	1.6	±0.2	
Air Force	89	±3	64	18	14	3	2	±4	1.6	±0.1	
Enlisted	84	±2	66	17	11	4	2	±3	1.6	±0.1	
E1 – E4	79	±5	73	11	11	4	2	±6	1.5	±0.2	
E5 – E9	86	±2	63	21	11	4	2	±3	1.6	±0.1	
Officers	89	±3	62	23	9	3	2	±4	1.6	±0.1	
O1 – O3	86	±4	67	21	7	3	2	±5	1.5	±0.1	
O4 – O6	92	±3	59	25	12	3	2	±5	1.6	±0.1	
<b>HISPANIC</b>	83	±3	67	15	11	4	2	±3	1.6	±0.1	
Army	81	±4	64	17	11	5	4	±5	1.7	±0.2	
Navy	84	±4	69	14	9	5	2	±6	1.6	±0.2	
Marine Corps	81	±6	73	12	12	3	1	±6	1.5	±0.1	
Air Force	91	±3	64	17	14	3	2	±6	1.6	±0.2	
Enlisted	83	±3	68	14	11	5	2	±3	1.6	±0.1	
E1 – E4	79	±4	73	10	11	4	1	±5	1.5	±0.1	
E5 – E9	86	±3	63	18	11	5	3	±4	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

89c. Continued	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
Officers	90	±4	60	24	11	3	2	±6	1.6	±0.1	
O1 – O3	92	±4	63	22	11	3	1	±8	1.6	±0.2	
O4 – O6	92	±6	54	28	11	5	3	±8	1.7	±0.2	
AIAN	85	±6	63	21	10	5	2	±10	1.6	±0.2	
Army	83	±10	55	31	8	4	2	±17	1.7	±0.2	
Navy	84	±11	68	12	8	NR	2	±14	1.7	±0.4	
Marine Corps	87	±9	NR	10	NR	1	1	±8	1.5	±0.5	
Air Force	93	±4	67	NR	8	5	3	±18	1.6	±0.3	
Enlisted	84	±6	69	15	10	3	2	±8	1.5	±0.2	
E1 – E4	82	±8	74	10	11	4	1	±14	1.5	±0.3	
E5 – E9	85	±9	64	21	10	2	3	±10	1.6	±0.2	
Officers	93	±9	NR	NR	6	NR	1	±6	2.1	±0.5	
O1 – O3	95	±6	NR	NR	7	NR	2	±8	NR		
O4 – O6	91	±16	NR	NR	6	1	1	±11	2.0	±0.1	
ASIAN	85	±3	69	15	10	4	3	±3	1.6	±0.1	
Army	84	±7	64	18	10	3	4	±6	1.6	±0.2	
Navy	85	±5	71	12	11	2	3	±6	1.5	±0.1	
Marine Corps	78	±15	73	12	9	5	1	±12	1.5	±0.2	
Air Force	88	±4	70	15	7	5	3	±6	1.6	±0.2	
Enlisted	83	±4	69	14	10	3	3	±4	1.6	±0.1	
E1 – E4	80	±7	69	12	14	3	2	±7	1.6	±0.2	
E5 – E9	86	±4	70	15	8	4	4	±4	1.6	±0.2	
Officers	91	±4	67	19	7	5	1	±7	1.5	±0.2	
O1 – O3	89	±5	70	20	6	3	1	±9	1.5	±0.2	
O4 – O6	96	±2	61	19	10	8	2	±15	1.7	±0.3	
NHPI	81	±7	63	15	10	6	6	±10	1.8	±0.3	
Army	83	±10	63	15	7	NR	NR	±16	1.8	±0.5	
Navy	69	±16	55	19	17	8	2	±17	1.8	±0.3	
Marine Corps	76	±13	64	13	NR	3	3	±15	1.7	±0.3	
Air Force	88	±4	72	12	10	4	2	±9	1.5	±0.2	
Enlisted	80	±7	65	14	10	5	6	±11	1.7	±0.3	
Officers	96	±4	NR	NR	3	NR	NR	±5	NR		
TWO OR MORE RACES	89	±4	54	22	12	10	3	±7	1.9	±0.2	
Army	87	±8	49	25	13	11	2	±14	1.9	±0.3	
Navy	86	±6	58	17	11	9	5	±10	1.8	±0.3	
Marine Corps	91	±7	NR	7	NR	NR	1	±5	1.9	±0.6	
Air Force	93	±3	54	28	9	5	4	±11	1.8	±0.3	
Enlisted	89	±4	53	21	12	10	3	±7	1.9	±0.2	
E1 – E4	88	±6	54	18	13	12	3	±12	1.9	±0.3	
E5 – E9	90	±5	52	24	12	8	4	±9	1.9	±0.2	
Officers	89	±8	59	25	11	4	1	±14	1.6	±0.3	
O1 – O3	89	±9	60	22	12	NR	1	±17	1.7	±0.3	
O4 – O6	85	±17	NR	NR	9	2	2	±8	1.7	±0.3	
COAST GUARD	90	±2	60	17	13	7	3	±3	1.8	±0.1	
White	91	±2	59	17	14	7	3	±4	1.8	±0.1	
Black	87	±3	67	17	11	3	2	±4	1.6	±0.1	
Hispanic	87	±4	66	16	9	4	5	±5	1.7	±0.2	
Other Race/Ethnicity	90	±4	60	15	14	7	3	±7	1.8	±0.2	
Enlisted	89	±2	64	15	12	6	3	±4	1.7	±0.1	
Officers	96	±2	46	24	19	8	3	±4	2.0	±0.1	
Male	91	±2	60	17	13	7	3	±4	1.8	±0.1	
Female	89	±2	62	17	13	5	3	±3	1.7	±0.1	
Not Deployed Past 12 Months	91	±2	59	18	13	7	3	±3	1.8	±0.1	
Deployed Past 12 Months	87	±4	64	12	14	5	4	±6	1.7	±0.2	

NR: Not reportable

**90. During the past 12 months, has someone asked you to participate in prohibited organizations/activities?**

a. To join a racist/extremist organization?

b. To participate in racist/extremist activities?

c. To join a gang?

d. To participate in gang activities?

e. To participate in a hate crime?

	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			a	b	c	d	e				
<b>TOTAL DOD</b>	88	±1	2	1	2	2	1	±1	2.0	±1.0	
Army	86	±2	2	2	2	2	2	±1	2.0	±1.0	
Navy	88	±2	1	1	1	1	1	±1	2.0	±1.0	
Marine Corps	87	±3	3	3	3	3	2	±2	4.0	±2.0	
Air Force	91	±2	1	1	1	1	1	±1	1.0	±1.0	
Enlisted	87	±1	2	2	2	2	2	±1	2.0	±1.0	
E1 – E4	84	±2	2	2	3	3	2	±1	3.0	±2.0	
E5 – E9	89	±1	1	1	1	1	1	±1	1.0	±1.0	
Officers	94	±2	1	1	1	1	1	±1	1.0	±1.0	
O1 – O3	92	±2	1	1	1	1	1	±2	1.0	±2.0	
O4 – O6	96	±2	1	1	1	1	1	±1	1.0	±1.0	
Male	88	±1	2	2	2	2	1	±1	2.0	±1.0	
Female	86	±2	1	1	1	1	1	±1	1.0	±1.0	
Not Deployed Past 12 Months	89	±1	1	1	1	1	1	±1	2.0	±1.0	
Deployed Past 12 Months	86	±2	2	2	2	2	2	±1	2.0	±1.0	
<b>WHITE</b>	90	±2	1	1	1	1	1	±1	2.0	±1.0	
Army	87	±3	2	1	1	1	1	±2	2.0	±2.0	
Navy	90	±3	1	1	1	1	1	±1	2.0	±2.0	
Marine Corps	90	±4	2	2	3	3	2	±3	3.0	±3.0	
Air Force	92	±2	1	1	1	1	1	±1	1.0	±1.0	
Enlisted	88	±2	2	1	2	1	1	±1	2.0	±1.0	
E1 – E4	87	±3	2	2	2	2	2	±2	3.0	±2.0	
E5 – E9	90	±2	1	1	1	1	1	±1	1.0	±1.0	
Officers	94	±2	1	1	1	1	1	±1	1.0	±1.0	
O1 – O3	92	±3	1	1	1	1	1	±2	1.0	±2.0	
O4 – O6	96	±2	1	1	1	1	1	±2	1.0	±2.0	
<b>BLACK</b>	85	±2	2	2	2	2	2	±2	2.0	±2.0	
Army	83	±4	2	2	3	2	2	±3	3.0	±3.0	
Navy	88	±3	1	1	1	2	1	±2	2.0	±2.0	
Marine Corps	79	±5	2	3	3	4	3	±3	5.0	±3.0	
Air Force	90	±3	1	1	1	1	1	±2	1.0	±2.0	
Enlisted	85	±2	2	2	2	2	2	±2	2.0	±2.0	
E1 – E4	80	±4	3	2	4	4	4	±4	4.0	±4.0	
E5 – E9	87	±2	1	1	1	1	1	±1	1.0	±1.0	
Officers	91	±3	1	1	1	1	1	±1	1.0	±1.0	
O1 – O3	87	±4	1	1	1	1	1	±2	1.0	±2.0	
O4 – O6	94	±2	1	1	1	1	1	±2	1.0	±2.0	
<b>HISPANIC</b>	84	±3	2	2	2	3	2	±2	3.0	±2.0	
Army	82	±4	1	2	2	3	1	±2	3.0	±2.0	
Navy	84	±4	1	1	1	1	1	±3	2.0	±3.0	
Marine Corps	82	±6	4	5	5	5	3	±7	5.0	±6.0	
Air Force	91	±3	2	2	2	2	2	±4	2.0	±4.0	
Enlisted	83	±3	2	2	3	3	2	±2	3.0	±2.0	
E1 – E4	79	±5	3	3	3	4	2	±3	4.0	±3.0	
E5 – E9	87	±3	2	2	2	2	2	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

90. Continued	Percent Responding		Percentages					Max ME	Percentage Reporting Yes		
			a	b	c	d	e				
Officers	90	±4	0	0	0	0	0	±1	0.0	±1.0	
O1 – O3	92	±4	0	0	0	0	0	±1	0.0	±1.0	
O4 – O6	93	±6	0	0	0	0	0	±1	0.0	±1.0	
AIAN	86	±5	1	1	1	1	1	±1	1.0	±1.0	
Army	83	±10	1	1	1	1	1	±2	1.0	±2.0	
Navy	86	±10	1	1	1	1	1	±3	1.0	±3.0	
Marine Corps	88	±9	3	3	2	3	3	±4	3.0	±4.0	
Air Force	93	±4	0	0	0	0	0	±1	0.0	±1.0	
Enlisted	85	±6	1	1	1	1	1	±1	2.0	±1.0	
E1 – E4	85	±8	2	2	1	2	2	±2	2.0	±2.0	
E5 – E9	86	±9	1	1	1	1	1	±1	1.0	±1.0	
Officers	93	±9	0	0	0	0	0	±1	0.0	±1.0	
O1 – O3	94	±6	1	1	1	1	1	±3	1.0	±3.0	
O4 – O6	91	±16	0	0	0	0	0	±1	0.0	±1.0	
ASIAN	85	±3	1	1	1	1	1	±1	2.0	±1.0	
Army	84	±7	1	0	1	1	1	±2	1.0	±2.0	
Navy	86	±4	2	2	2	2	2	±2	2.0	±2.0	
Marine Corps	78	±15	1	1	1	1	1	±2	1.0	±2.0	
Air Force	89	±4	0	0	1	1	0	±1	1.0	±1.0	
Enlisted	84	±4	1	2	1	1	1	±1	2.0	±1.0	
E1 – E4	80	±7	1	2	1	1	1	±2	2.0	±2.0	
E5 – E9	86	±4	1	1	1	1	1	±1	1.0	±1.0	
Officers	92	±4	0	0	0	0	0	±1	0.0	±1.0	
O1 – O3	90	±5	0	0	0	0	0	±2	0.0	±2.0	
O4 – O6	96	±2	0	0	1	0	0	±1	1.0	±1.0	
NHPI	81	±7	1	1	3	3	3	±8	4.0	±7.0	
Army	83	±10	0	0	NR	NR	NR	±2	NR		
Navy	65	±16	1	1	3	3	1	±9	3.0	±9.0	
Marine Corps	76	±13	2	3	2	2	3	±7	3.0	±6.0	
Air Force	89	±4	1	1	2	1	1	±4	2.0	±4.0	
Enlisted	80	±7	1	1	3	3	4	±9	4.0	±8.0	
Officers	96	±4	NR	NR	NR	NR	NR		NR		
TWO OR MORE RACES	89	±3	3	3	3	3	3	±6	3.0	±6.0	
Army	89	±7	NR	NR	NR	NR	NR		NR		
Navy	87	±6	NR	5	NR	NR	NR	±11	5.0	±11.0	
Marine Corps	91	±7	1	0	2	2	1	±5	2.0	±4.0	
Air Force	93	±4	1	1	1	1	1	±3	1.0	±3.0	
Enlisted	90	±4	3	3	3	3	3	±7	4.0	±6.0	
E1 – E4	88	±6	5	5	5	5	5	±13	6.0	±12.0	
E5 – E9	92	±4	1	1	1	1	1	±4	1.0	±4.0	
Officers	87	±9	0	0	0	0	0	±1	0.0	±1.0	
O1 – O3	87	±10	0	0	0	0	0	±1	0.0	±1.0	
O4 – O6	86	±17	1	1	1	1	1	±2	1.0	±2.0	
COAST GUARD	91	±2	1	1	1	1	1	±1	1.0	±1.0	
White	92	±2	1	1	1	1	1	±1	1.0	±1.0	
Black	87	±3	1	1	1	1	1	±2	2.0	±2.0	
Hispanic	88	±4	1	1	1	1	1	±1	1.0	±1.0	
Other Race/Ethnicity	90	±4	1	1	1	1	1	±1	1.0	±1.0	
Enlisted	90	±2	1	1	1	1	1	±1	1.0	±1.0	
Officers	96	±2	0	0	0	0	0	±1	0.0	±1.0	
Male	91	±2	1	1	1	1	1	±1	1.0	±1.0	
Female	90	±2	1	1	1	1	1	±1	1.0	±1.0	
Not Deployed Past 12 Months	92	±2	1	0	0	0	0	±1	1.0	±1.0	
Deployed Past 12 Months	88	±4	1	1	1	1	2	±4	2.0	±3.0	

NR: Not reportable

**91. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?**

1. Much less often in the military  
4. More often in the military

2. Less often in the military  
5. Much more often in the military

3. About the same

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
<b>TOTAL DOD</b>	62	±2	41	28	22	7	3	±2	2.0	±0.1	
Army	62	±3	35	27	24	9	5	±3	2.2	±0.1	
Navy	61	±3	38	28	26	6	2	±3	2.1	±0.1	
Marine Corps	63	±4	44	26	19	8	3	±5	2.0	±0.1	
Air Force	64	±2	52	29	16	3	1	±3	1.7	±0.1	
Enlisted	60	±2	39	26	24	8	3	±2	2.1	±0.1	
E1 – E4	58	±3	36	24	25	10	5	±3	2.2	±0.1	
E5 – E9	62	±2	42	27	23	6	2	±2	2.0	±0.1	
Officers	75	±3	49	34	15	2	1	±3	1.7	±0.1	
O1 – O3	70	±4	41	37	18	3	1	±5	1.9	±0.1	
O4 – O6	81	±3	58	32	9	1	0	±4	1.5	±0.1	
Male	63	±2	43	27	21	6	3	±2	2.0	±0.1	
Female	60	±3	32	28	29	8	3	±4	2.2	±0.1	
Not Deployed Past 12 Months	62	±2	43	28	21	6	2	±2	2.0	±0.1	
Deployed Past 12 Months	63	±2	38	26	24	8	4	±3	2.1	±0.1	
<b>WHITE</b>	65	±2	43	29	20	5	2	±2	1.9	±0.1	
Army	65	±3	36	29	24	7	4	±4	2.1	±0.1	
Navy	65	±4	40	30	25	4	1	±4	2.0	±0.1	
Marine Corps	67	±5	46	28	16	7	3	±6	1.9	±0.2	
Air Force	66	±3	55	29	14	2	0	±4	1.6	±0.1	
Enlisted	63	±2	41	28	22	6	3	±3	2.0	±0.1	
E1 – E4	60	±4	37	27	22	8	4	±5	2.1	±0.1	
E5 – E9	65	±3	44	28	22	4	1	±3	1.9	±0.1	
Officers	76	±3	51	34	13	1	1	±4	1.7	±0.1	
O1 – O3	71	±5	42	38	17	2	1	±6	1.8	±0.1	
O4 – O6	83	±4	60	32	7	0	0	±5	1.5	±0.1	
<b>BLACK</b>	56	±3	36	24	27	9	4	±4	2.2	±0.1	
Army	56	±5	36	22	26	9	6	±6	2.3	±0.2	
Navy	55	±4	31	27	30	10	2	±6	2.3	±0.2	
Marine Corps	52	±5	31	25	30	10	4	±7	2.3	±0.2	
Air Force	58	±4	41	26	24	7	1	±5	2.0	±0.2	
Enlisted	55	±3	36	23	27	10	4	±4	2.2	±0.1	
E1 – E4	48	±5	35	13	33	12	7	±8	2.4	±0.2	
E5 – E9	58	±3	36	28	24	8	3	±4	2.1	±0.1	
Officers	69	±4	35	33	25	6	2	±5	2.1	±0.1	
O1 – O3	64	±5	29	36	25	7	3	±6	2.2	±0.2	
O4 – O6	76	±4	43	35	17	3	1	±7	1.8	±0.1	
<b>HISPANIC</b>	58	±3	40	23	24	9	4	±4	2.1	±0.1	
Army	60	±5	33	24	27	11	5	±6	2.3	±0.2	
Navy	53	±5	36	24	27	9	4	±7	2.2	±0.2	
Marine Corps	57	±7	48	20	21	9	2	±8	2.0	±0.2	
Air Force	61	±6	52	25	16	5	1	±8	1.8	±0.2	
Enlisted	57	±3	39	23	24	10	4	±4	2.2	±0.1	
E1 – E4	56	±5	38	20	27	11	4	±7	2.2	±0.2	
E5 – E9	58	±3	41	25	22	8	4	±4	2.1	±0.1	

Note. Percent responding are active duty members who answered the question. Those who indicated "Don't know" are excluded from the presentation.

91. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	71	±5	46	31	18	4	1	±7	1.8	±0.2	
O1 – O3	71	±7	48	27	19	5	1	±9	1.8	±0.2	
O4 – O6	76	±6	54	34	9	3	1	±9	1.6	±0.2	
AIAN	63	±8	36	21	27	9	8	±15	2.3	±0.4	
Army	62	±14	29	NR	17	10	NR	±14	2.6	±0.6	
Navy	60	±12	39	19	35	6	1	±17	2.1	±0.3	
Marine Corps	69	±16	NR	12	NR	4	1	±13	NR		
Air Force	66	±15	NR	18	8	NR	1	±11	NR		
Enlisted	63	±8	32	21	28	10	NR	±15	2.4	±0.4	
E1 – E4	67	±11	24	NR	NR	8	NR	±17	2.7	±0.6	
E5 – E9	60	±10	42	21	24	12	2	±13	2.1	±0.3	
Officers	64	±31	NR	NR	NR	2	0	±2	NR		
O1 – O3	84	±11	NR	NR	NR	2	1	±4	NR		
O4 – O6	46	±42	NR	14	7	0	0	±15	1.3	±0.3	
ASIAN	56	±4	38	28	24	8	3	±4	2.1	±0.1	
Army	59	±7	32	24	30	10	5	±7	2.3	±0.2	
Navy	52	±5	36	27	26	8	3	±6	2.1	±0.2	
Marine Corps	55	±13	43	25	17	11	3	±15	2.1	±0.3	
Air Force	59	±6	47	35	14	3	1	±9	1.8	±0.1	
Enlisted	52	±4	36	27	25	9	3	±4	2.2	±0.1	
E1 – E4	51	±7	28	30	29	10	4	±7	2.3	±0.2	
E5 – E9	53	±5	42	24	22	8	3	±6	2.0	±0.2	
Officers	74	±5	44	31	20	3	NR	±9	1.9	±0.3	
O1 – O3	73	±7	40	31	21	3	NR	±13	2.0	±0.4	
O4 – O6	76	±9	50	29	18	2	0	±17	1.7	±0.3	
NHPI	41	±9	45	23	21	7	4	±11	2.0	±0.3	
Army	37	±13	NR	23	NR	8	6	±16	2.2	±0.4	
Navy	36	±11	33	28	26	12	1	±16	2.2	±0.3	
Marine Corps	49	±13	NR	20	16	9	4	±14	2.0	±0.4	
Air Force	57	±10	61	20	15	2	2	±16	1.6	±0.3	
Enlisted	39	±9	40	24	23	8	5	±11	2.1	±0.3	
Officers	82	±14	NR	NR	3	NR	NR	±6	1.2	±0.2	
TWO OR MORE RACES	70	±5	35	25	24	12	4	±8	2.3	±0.2	
Army	77	±9	28	28	21	13	10	±15	2.5	±0.4	
Navy	65	±8	40	22	26	11	1	±13	2.1	±0.3	
Marine Corps	60	±20	17	15	NR	NR	2	±15	2.9	±0.5	
Air Force	69	±8	49	25	23	2	0	±12	1.8	±0.2	
Enlisted	69	±6	35	22	25	13	5	±9	2.3	±0.3	
E1 – E4	70	±9	32	22	22	20	5	±14	2.5	±0.4	
E5 – E9	68	±7	40	22	29	5	4	±10	2.1	±0.3	
Officers	72	±11	35	42	16	6	1	±15	2.0	±0.3	
O1 – O3	76	±12	32	NR	13	NR	1	±16	1.9	±0.3	
O4 – O6	68	±20	NR	20	NR	NR	0	±13	NR		
COAST GUARD	61	±3	39	34	22	4	1	±4	1.9	±0.1	
White	61	±4	40	35	20	3	0	±5	1.9	±0.1	
Black	59	±4	26	26	32	12	4	±4	2.4	±0.1	
Hispanic	60	±5	33	34	25	6	2	±5	2.1	±0.1	
Other Race/Ethnicity	61	±6	38	29	26	6	1	±8	2.0	±0.2	
Enlisted	57	±4	36	33	25	5	1	±4	2.0	±0.1	
Officers	76	±4	45	38	14	2	0	±5	1.7	±0.1	
Male	61	±3	40	34	21	4	1	±4	1.9	±0.1	
Female	59	±3	28	32	31	7	1	±4	2.2	±0.1	
Not Deployed Past 12 Months	61	±3	39	33	22	5	1	±4	1.9	±0.1	
Deployed Past 12 Months	58	±6	37	37	21	3	1	±8	1.9	±0.2	

NR: Not reportable

**92. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last 5 years?**

1. Worse today

2. About the same as 5 years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	87	±1	10	37	54	±2
Army	85	±2	11	36	52	±3
Navy	87	±2	10	35	55	±3
Marine Corps	87	±3	9	36	55	±4
Air Force	91	±2	7	39	54	±3
Enlisted	86	±1	10	38	52	±2
E1 – E4	84	±2	11	39	50	±3
E5 – E9	88	±2	10	37	53	±2
Officers	93	±2	6	31	63	±3
O1 – O3	91	±3	6	32	62	±4
O4 – O6	95	±2	5	29	65	±4
Male	87	±1	9	36	55	±2
Female	85	±2	10	40	50	±3
Not Deployed Past 12 Months	88	±1	9	36	55	±2
Deployed Past 12 Months	86	±2	10	38	52	±3
<b>WHITE</b>	89	±2	10	36	54	±2
Army	87	±3	12	36	52	±4
Navy	89	±3	10	35	55	±4
Marine Corps	90	±4	10	36	54	±6
Air Force	91	±2	7	38	55	±3
Enlisted	88	±2	11	38	51	±3
E1 – E4	86	±3	11	39	49	±4
E5 – E9	89	±2	11	36	53	±3
Officers	94	±2	6	30	64	±4
O1 – O3	92	±3	6	32	62	±5
O4 – O6	96	±2	5	28	67	±5
<b>BLACK</b>	84	±2	7	40	53	±3
Army	82	±4	6	39	54	±5
Navy	87	±3	9	37	54	±5
Marine Corps	78	±5	8	39	53	±5
Air Force	89	±3	7	43	49	±5
Enlisted	84	±2	8	40	53	±3
E1 – E4	79	±5	8	41	51	±6
E5 – E9	86	±3	7	39	53	±3
Officers	91	±3	6	36	58	±5
O1 – O3	87	±4	5	37	58	±6
O4 – O6	94	±2	6	35	59	±5
<b>HISPANIC</b>	83	±3	7	36	57	±3
Army	81	±4	9	38	53	±5
Navy	84	±4	8	34	58	±6
Marine Corps	81	±6	5	32	63	±7
Air Force	90	±4	6	38	56	±6
Enlisted	83	±3	8	36	56	±3
E1 – E4	78	±5	8	36	55	±6
E5 – E9	87	±3	7	37	57	±4

Note. Percent responding are active duty members who answered the question.

92. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	90	±4	4	34	62	±6
O1 – O3	92	±4	4	36	60	±8
O4 – O6	93	±6	5	33	62	±7
AIAN	86	±5	22	37	41	±12
Army	83	±10	NR	34	33	±13
Navy	86	±10	17	39	45	±16
Marine Corps	87	±9	6	NR	NR	±6
Air Force	93	±4	NR	31	NR	±18
Enlisted	85	±6	19	40	40	±12
E1 – E4	84	±8	NR	NR	36	±15
E5 – E9	86	±9	13	43	45	±10
Officers	93	±9	NR	NR	NR	
O1 – O3	94	±6	NR	13	NR	±13
O4 – O6	91	±16	NR	11	NR	±16
ASIAN	85	±3	7	34	59	±4
Army	84	±7	9	34	56	±7
Navy	85	±5	7	32	61	±6
Marine Corps	78	±15	5	38	58	±10
Air Force	89	±4	6	33	60	±6
Enlisted	83	±4	8	35	58	±4
E1 – E4	79	±7	9	34	57	±7
E5 – E9	86	±4	6	35	58	±5
Officers	92	±4	6	29	65	±7
O1 – O3	90	±5	7	29	64	±10
O4 – O6	96	±2	5	30	65	±10
NHPI	80	±7	9	29	62	±10
Army	83	±10	10	26	64	±16
Navy	64	±16	7	36	56	±12
Marine Corps	76	±13	10	25	65	±11
Air Force	88	±4	7	34	59	±11
Enlisted	79	±7	9	30	61	±11
Officers	96	±4	1	11	88	±13
TWO OR MORE RACES	90	±3	15	40	46	±7
Army	89	±7	23	37	39	±15
Navy	87	±6	13	37	51	±10
Marine Corps	91	±7	10	NR	NR	±13
Air Force	94	±3	8	40	53	±10
Enlisted	90	±4	17	40	44	±7
E1 – E4	88	±6	23	38	39	±12
E5 – E9	92	±4	10	41	49	±9
Officers	89	±8	2	40	58	±13
O1 – O3	90	±9	1	32	67	±15
O4 – O6	86	±17	4	NR	NR	±5
COAST GUARD	90	±2	9	35	56	±3
White	91	±2	9	34	56	±4
Black	86	±3	8	42	50	±4
Hispanic	87	±4	6	35	59	±4
Other Race/Ethnicity	89	±4	10	36	54	±7
Enlisted	89	±2	10	37	53	±4
Officers	96	±2	4	28	68	±4
Male	91	±2	9	34	56	±4
Female	89	±2	8	38	54	±3
Not Deployed Past 12 Months	91	±2	9	35	56	±4
Deployed Past 12 Months	87	±4	10	35	55	±7

NR: Not reportable



**93. In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?**

1. Much worse  
4. Better

2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
<b>TOTAL DOD</b>	87	±1	2	9	47	24	17	±2	3.4	±0.1	
Army	85	±2	3	9	48	24	17	±3	3.4	±0.1	
Navy	88	±2	3	9	45	26	17	±3	3.5	±0.1	
Marine Corps	86	±3	3	11	46	21	18	±4	3.4	±0.1	
Air Force	91	±2	2	7	49	25	17	±3	3.5	±0.1	
Enlisted	86	±1	3	9	47	25	17	±2	3.4	±0.1	
E1 – E4	84	±2	3	9	49	23	15	±3	3.4	±0.1	
E5 – E9	88	±2	2	9	45	26	18	±2	3.5	±0.1	
Officers	93	±2	1	9	48	23	20	±3	3.5	±0.1	
O1 – O3	91	±3	1	10	48	23	18	±4	3.5	±0.1	
O4 – O6	95	±2	1	8	50	23	19	±4	3.5	±0.1	
Male	87	±1	3	9	47	24	17	±2	3.4	±0.1	
Female	85	±2	1	7	50	26	16	±3	3.5	±0.1	
Not Deployed Past 12 Months	88	±1	2	9	47	25	17	±2	3.5	±0.1	
Deployed Past 12 Months	86	±2	3	10	48	23	17	±3	3.4	±0.1	
<b>WHITE</b>	89	±2	3	11	51	20	15	±2	3.3	±0.1	
Army	87	±3	3	12	52	20	14	±4	3.3	±0.1	
Navy	89	±3	4	12	48	21	16	±4	3.3	±0.1	
Marine Corps	90	±4	3	14	51	16	16	±6	3.3	±0.2	
Air Force	91	±2	2	9	51	22	17	±3	3.4	±0.1	
Enlisted	88	±2	3	12	50	20	15	±3	3.3	±0.1	
E1 – E4	86	±3	3	11	53	20	13	±4	3.3	±0.1	
E5 – E9	89	±2	3	12	48	21	16	±3	3.3	±0.1	
Officers	94	±2	1	11	52	18	19	±4	3.4	±0.1	
O1 – O3	92	±3	1	12	52	18	17	±5	3.4	±0.1	
O4 – O6	96	±2	1	9	53	18	19	±5	3.5	±0.1	
<b>BLACK</b>	85	±2	1	5	39	36	20	±3	3.7	±0.1	
Army	82	±4	1	4	40	35	20	±5	3.7	±0.1	
Navy	87	±3	1	5	37	37	20	±5	3.7	±0.1	
Marine Corps	78	±5	1	6	36	32	25	±5	3.7	±0.1	
Air Force	89	±3	1	6	41	36	17	±5	3.6	±0.1	
Enlisted	84	±2	1	5	40	35	20	±3	3.7	±0.1	
E1 – E4	79	±5	2	5	42	32	19	±6	3.6	±0.2	
E5 – E9	87	±2	1	4	39	36	20	±3	3.7	±0.1	
Officers	91	±3	0	4	30	46	20	±5	3.8	±0.1	
O1 – O3	87	±4	0	3	31	47	19	±5	3.8	±0.1	
O4 – O6	94	±2	0	5	28	49	18	±6	3.8	±0.1	
<b>HISPANIC</b>	83	±3	2	4	41	32	21	±3	3.7	±0.1	
Army	81	±4	1	5	44	27	23	±5	3.7	±0.1	
Navy	84	±4	1	4	40	36	19	±6	3.7	±0.1	
Marine Corps	81	±6	3	3	34	36	24	±7	3.7	±0.2	
Air Force	90	±4	1	4	42	34	20	±6	3.7	±0.2	
Enlisted	83	±3	2	4	42	31	22	±3	3.7	±0.1	
E1 – E4	78	±5	2	4	41	31	22	±6	3.7	±0.1	
E5 – E9	87	±3	1	4	42	31	21	±4	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

93. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
Officers	90	±4	1	3	37	38	21	±6	3.8	±0.1	
O1 – O3	92	±4	1	3	34	40	22	±8	3.8	±0.2	
O4 – O6	93	±6	1	4	34	38	23	±8	3.8	±0.2	
AIAN	86	±5	1	13	48	21	17	±12	3.4	±0.2	
Army	83	±10	1	11	51	26	10	±16	3.3	±0.2	
Navy	86	±10	1	9	53	18	18	±16	3.4	±0.3	
Marine Corps	87	±9	1	NR	NR	12	NR	±10	NR		
Air Force	93	±4	1	4	NR	NR	NR	±3	3.8	±0.4	
Enlisted	85	±6	1	15	46	22	16	±14	3.4	±0.3	
E1 – E4	84	±8	1	NR	43	23	14	±17	3.3	±0.4	
E5 – E9	86	±9	2	11	49	22	17	±12	3.4	±0.3	
Officers	94	±9	0	2	NR	NR	NR	±3	NR		
O1 – O3	97	±3	1	3	21	NR	NR	±18	NR		
O4 – O6	91	±16	0	2	NR	6	NR	±10	NR		
ASIAN	85	±3	1	4	43	31	21	±4	3.7	±0.1	
Army	84	±7	3	6	40	33	19	±7	3.6	±0.2	
Navy	85	±5	1	4	41	32	22	±5	3.7	±0.1	
Marine Corps	78	±15	1	2	43	29	25	±14	3.7	±0.3	
Air Force	89	±4	1	2	48	29	20	±7	3.6	±0.1	
Enlisted	83	±4	1	4	44	30	21	±4	3.7	±0.1	
E1 – E4	80	±7	1	3	47	30	18	±6	3.6	±0.1	
E5 – E9	86	±4	1	4	42	31	22	±5	3.7	±0.1	
Officers	92	±4	NR	3	37	35	23	±9	3.7	±0.2	
O1 – O3	90	±5	NR	2	36	35	23	±13	3.7	±0.3	
O4 – O6	96	±2	0	3	39	35	23	±12	3.8	±0.2	
NHPI	80	±7	2	4	32	33	29	±11	3.8	±0.2	
Army	83	±10	2	5	25	35	33	±18	3.9	±0.3	
Navy	64	±16	2	1	43	25	28	±11	3.8	±0.2	
Marine Corps	76	±13	4	1	44	22	29	±14	3.7	±0.3	
Air Force	88	±4	1	3	42	35	18	±18	3.7	±0.2	
Enlisted	79	±7	3	4	33	34	26	±12	3.8	±0.2	
Officers	96	±4	NR	NR	12	NR	NR	±14	4.6	±0.4	
TWO OR MORE RACES	89	±3	5	8	50	21	16	±7	3.3	±0.2	
Army	89	±7	NR	11	47	17	18	±13	3.3	±0.4	
Navy	86	±6	2	10	53	21	14	±10	3.4	±0.2	
Marine Corps	88	±9	NR	4	NR	NR	12	±12	3.2	±0.5	
Air Force	93	±3	2	4	53	25	15	±10	3.5	±0.2	
Enlisted	89	±4	5	9	51	21	14	±7	3.3	±0.2	
E1 – E4	87	±6	9	9	50	20	13	±13	3.2	±0.3	
E5 – E9	92	±4	2	9	52	21	16	±9	3.4	±0.2	
Officers	89	±8	1	NR	46	24	23	±14	3.6	±0.3	
O1 – O3	90	±9	1	1	49	21	28	±18	3.7	±0.3	
O4 – O6	86	±17	1	2	NR	NR	10	±7	3.6	±0.3	
COAST GUARD	90	±2	3	10	44	26	17	±3	3.4	±0.1	
White	91	±2	4	11	45	24	15	±4	3.4	±0.1	
Black	86	±3	1	5	38	38	18	±4	3.7	±0.1	
Hispanic	87	±4	2	4	37	32	25	±5	3.7	±0.1	
Other Race/Ethnicity	89	±4	1	6	45	30	18	±7	3.6	±0.2	
Enlisted	89	±2	4	10	44	26	17	±4	3.4	±0.1	
Officers	96	±2	1	9	45	28	16	±5	3.5	±0.1	
Male	91	±2	3	10	43	26	17	±4	3.4	±0.1	
Female	89	±2	2	6	50	27	15	±4	3.5	±0.1	
Not Deployed Past 12 Months	91	±2	3	10	44	27	16	±4	3.4	±0.1	
Deployed Past 12 Months	87	±4	5	10	42	25	19	±7	3.4	±0.2	

NR: Not reportable

**94. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**a. Freedom from harassment**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	86	±1	2	3	47	25	23	±2
Army	84	±2	2	4	46	25	22	±3
Navy	86	±2	1	4	52	24	19	±3
Marine Corps	85	±3	2	3	52	21	22	±4
Air Force	89	±2	1	1	42	28	28	±3
Enlisted	85	±1	2	4	48	24	22	±2
E1 – E4	82	±2	3	5	51	22	19	±3
E5 – E9	86	±2	1	2	46	26	24	±2
Officers	92	±2	0	1	42	30	26	±3
O1 – O3	90	±3	0	2	45	30	22	±4
O4 – O6	94	±2	0	0	38	32	30	±4
Male	86	±1	1	3	47	25	24	±2
Female	84	±2	2	3	52	25	18	±3
Not Deployed Past 12 Months	87	±2	1	3	46	26	24	±2
Deployed Past 12 Months	85	±2	2	4	49	24	21	±3
<b>WHITE</b>	88	±2	2	3	51	23	22	±2
Army	86	±3	2	4	51	23	21	±4
Navy	88	±3	1	4	55	23	18	±4
Marine Corps	89	±4	2	3	55	20	20	±6
Air Force	90	±2	1	1	46	26	27	±3
Enlisted	86	±2	2	3	52	22	21	±3
E1 – E4	85	±3	3	5	54	20	18	±4
E5 – E9	88	±2	1	2	51	23	23	±3
Officers	93	±2	0	1	46	28	25	±4
O1 – O3	90	±3	0	2	49	28	21	±5
O4 – O6	95	±2	0	0	42	30	28	±5
<b>BLACK</b>	83	±2	1	4	40	31	24	±3
Army	80	±4	2	5	37	30	26	±5
Navy	85	±3	1	4	47	29	20	±5
Marine Corps	77	±5	2	2	44	28	23	±5
Air Force	88	±3	1	1	34	36	28	±4
Enlisted	82	±3	2	4	41	29	24	±3
E1 – E4	78	±5	3	6	46	26	19	±6
E5 – E9	84	±3	1	3	38	31	27	±3
Officers	89	±3	1	2	28	44	26	±5
O1 – O3	85	±4	1	2	33	44	20	±6
O4 – O6	92	±3	1	1	18	47	32	±6
<b>HISPANIC</b>	82	±3	1	3	42	28	26	±3
Army	80	±4	1	4	43	28	23	±5
Navy	82	±4	1	3	49	28	19	±6
Marine Corps	80	±6	3	2	42	23	29	±7
Air Force	88	±4	0	2	32	30	35	±6
Enlisted	81	±3	1	3	43	27	25	±3
E1 – E4	78	±5	2	4	47	24	22	±6
E5 – E9	85	±3	1	3	40	29	28	±4

Note. Percent responding are active duty members who answered the question.

94a. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	88	±5	1	1	30	34	33	±6
O1 – O3	89	±6	1	2	32	30	35	±9
O4 – O6	92	±6	0	1	17	40	42	±8
AIAN	85	±6	2	6	46	25	21	±10
Army	82	±10	1	6	47	29	16	±16
Navy	86	±10	0	NR	41	25	21	±14
Marine Corps	87	±9	1	1	NR	14	NR	±11
Air Force	92	±4	NR	0	31	28	NR	±18
Enlisted	84	±6	3	7	48	23	20	±10
E1 – E4	83	±8	2	6	NR	24	15	±17
E5 – E9	84	±9	NR	7	43	22	25	±11
Officers	93	±9	0	0	NR	NR	NR	±1
O1 – O3	96	±4	0	0	15	NR	17	±16
O4 – O6	91	±16	0	NR	NR	9	NR	±14
ASIAN	84	±3	2	4	42	29	24	±4
Army	82	±7	4	5	41	28	23	±7
Navy	84	±5	1	5	46	26	22	±7
Marine Corps	77	±15	2	3	46	26	24	±14
Air Force	88	±4	1	1	35	36	28	±7
Enlisted	82	±4	3	4	44	27	22	±4
E1 – E4	78	±7	4	6	48	25	17	±8
E5 – E9	85	±4	2	3	42	29	25	±5
Officers	91	±4	0	2	32	35	31	±9
O1 – O3	89	±5	0	2	35	33	30	±12
O4 – O6	95	±2	0	1	28	40	31	±12
NHPI	78	±7	2	1	43	24	30	±12
Army	80	±10	2	2	NR	20	NR	±15
Navy	64	±16	1	1	48	25	25	±11
Marine Corps	76	±13	0	0	45	29	26	±17
Air Force	87	±4	0	1	40	NR	24	±11
Enlisted	77	±8	2	2	43	25	29	±12
Officers	96	±4	0	NR	NR	10	NR	±12
TWO OR MORE RACES	86	±4	2	7	41	24	25	±7
Army	86	±8	2	10	38	30	20	±14
Navy	84	±6	NR	9	43	21	23	±10
Marine Corps	79	±17	2	5	NR	NR	NR	±10
Air Force	92	±4	0	1	42	23	33	±11
Enlisted	86	±5	2	7	42	23	25	±7
E1 – E4	83	±8	4	8	39	21	27	±12
E5 – E9	90	±4	1	5	45	25	24	±9
Officers	88	±8	0	NR	38	32	25	±13
O1 – O3	89	±9	0	NR	35	36	21	±17
O4 – O6	85	±17	0	2	NR	23	NR	±13
COAST GUARD	89	±2	0	2	51	27	19	±3
White	90	±3	0	1	54	26	19	±4
Black	85	±3	1	5	39	37	18	±4
Hispanic	87	±4	1	3	44	29	23	±5
Other Race/Ethnicity	88	±4	1	2	50	32	14	±7
Enlisted	88	±2	0	2	53	26	19	±4
Officers	95	±2	0	2	45	32	21	±5
Male	90	±2	0	2	51	27	20	±4
Female	87	±2	1	4	51	29	16	±3
Not Deployed Past 12 Months	90	±2	0	2	52	27	19	±4
Deployed Past 12 Months	87	±4	0	2	51	26	20	±7

NR: Not reportable

**94. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**b. Freedom from discrimination**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	86	±1	2	3	47	25	23	±2
Army	84	±2	2	4	47	26	22	±3
Navy	86	±2	1	3	52	25	19	±3
Marine Corps	85	±3	2	2	50	22	23	±4
Air Force	89	±2	1	1	42	28	28	±3
Enlisted	85	±1	2	3	48	24	22	±2
E1 – E4	82	±2	3	4	52	22	19	±3
E5 – E9	87	±2	1	2	46	26	25	±2
Officers	92	±2	0	1	41	31	27	±3
O1 – O3	90	±3	0	2	44	31	23	±4
O4 – O6	94	±2	0	1	37	32	30	±4
Male	86	±1	2	3	47	25	24	±2
Female	84	±2	2	3	51	27	17	±3
Not Deployed Past 12 Months	87	±2	1	2	46	26	24	±2
Deployed Past 12 Months	85	±2	2	4	49	24	21	±3
<b>WHITE</b>	88	±2	2	3	51	23	22	±2
Army	86	±3	2	4	51	22	21	±4
Navy	88	±3	2	3	54	23	18	±4
Marine Corps	89	±4	2	3	54	20	22	±6
Air Force	90	±2	1	1	45	26	27	±3
Enlisted	86	±2	2	3	53	22	21	±3
E1 – E4	85	±3	3	4	55	20	18	±4
E5 – E9	88	±2	1	2	50	23	23	±3
Officers	92	±2	0	1	44	28	26	±4
O1 – O3	90	±3	0	1	48	28	22	±5
O4 – O6	95	±2	0	1	40	29	29	±5
<b>BLACK</b>	83	±2	1	3	40	32	24	±3
Army	81	±4	2	4	36	33	25	±5
Navy	85	±3	0	4	47	30	19	±5
Marine Corps	77	±5	2	2	46	28	22	±5
Air Force	88	±3	1	1	36	35	27	±4
Enlisted	82	±3	1	3	41	30	24	±3
E1 – E4	78	±5	3	6	47	25	19	±6
E5 – E9	85	±3	0	2	38	33	26	±3
Officers	89	±3	0	2	28	46	23	±5
O1 – O3	85	±4	0	3	33	45	18	±6
O4 – O6	92	±3	1	2	20	51	27	±6
<b>HISPANIC</b>	82	±3	1	3	41	30	25	±3
Army	80	±4	1	4	42	31	22	±5
Navy	82	±4	1	3	50	27	19	±6
Marine Corps	80	±6	3	2	38	27	29	±7
Air Force	89	±4	0	2	31	32	34	±6
Enlisted	81	±3	1	3	42	29	25	±3
E1 – E4	78	±5	2	4	44	28	21	±6
E5 – E9	85	±3	1	2	40	30	27	±4

Note. Percent responding are active duty members who answered the question.

94b. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	88	±5	1	1	29	36	32	±6
O1 – O3	88	±6	1	2	31	34	32	±9
O4 – O6	92	±6	1	0	18	38	42	±8
AIAN	85	±6	1	5	45	26	23	±10
Army	82	±10	2	6	44	30	17	±17
Navy	86	±10	0	NR	40	27	21	±14
Marine Corps	87	±9	1	1	NR	13	NR	±11
Air Force	92	±4	0	0	32	27	NR	±18
Enlisted	84	±6	1	6	46	24	22	±10
E1 – E4	84	±8	2	7	NR	23	16	±17
E5 – E9	84	±9	0	6	40	25	29	±11
Officers	93	±9	0	0	NR	NR	NR	±1
O1 – O3	96	±4	0	0	17	NR	18	±16
O4 – O6	91	±16	0	0	NR	10	NR	±15
ASIAN	84	±3	2	4	43	29	23	±4
Army	82	±7	2	5	43	28	22	±7
Navy	85	±5	2	5	46	26	22	±7
Marine Corps	77	±15	1	3	43	27	25	±14
Air Force	88	±4	1	1	36	34	28	±7
Enlisted	82	±4	2	4	45	28	22	±4
E1 – E4	78	±7	3	6	48	26	17	±8
E5 – E9	85	±4	1	2	43	29	24	±5
Officers	91	±4	0	4	33	32	31	±9
O1 – O3	89	±5	0	5	36	28	31	±12
O4 – O6	95	±2	0	1	26	41	31	±12
NHPI	78	±7	3	1	43	22	30	±11
Army	81	±10	4	1	NR	19	NR	±15
Navy	64	±16	1	2	49	23	25	±11
Marine Corps	75	±13	0	1	43	20	36	±16
Air Force	87	±4	1	1	39	NR	26	±11
Enlisted	77	±8	3	1	43	23	29	±12
Officers	96	±4	0	NR	NR	10	NR	±11
TWO OR MORE RACES	86	±4	2	5	44	24	24	±7
Army	86	±8	3	9	43	28	17	±14
Navy	85	±6	NR	6	46	19	25	±10
Marine Corps	79	±17	1	5	NR	NR	NR	±10
Air Force	92	±4	0	1	42	25	31	±11
Enlisted	86	±5	3	6	45	23	24	±7
E1 – E4	83	±8	3	7	44	22	23	±12
E5 – E9	90	±4	1	5	46	24	24	±9
Officers	88	±8	0	1	42	32	25	±13
O1 – O3	88	±9	0	1	40	37	21	±17
O4 – O6	85	±17	0	2	NR	22	NR	±13
COAST GUARD	89	±2	0	2	50	28	19	±3
White	90	±3	0	2	52	27	19	±4
Black	85	±3	1	4	41	39	16	±4
Hispanic	86	±4	1	2	43	29	24	±5
Other Race/Ethnicity	88	±4	1	2	49	31	17	±7
Enlisted	88	±2	0	2	52	27	19	±4
Officers	95	±2	0	2	43	34	21	±5
Male	90	±2	0	2	50	28	20	±4
Female	87	±2	1	3	52	28	16	±3
Not Deployed Past 12 Months	90	±2	0	2	50	29	19	±4
Deployed Past 12 Months	87	±4	0	2	51	26	20	±7

NR: Not reportable

**94. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**c. Fair administration of criminal justice**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	86	±1	2	4	49	23	22	±2
Army	84	±2	2	5	48	24	21	±3
Navy	86	±2	2	4	53	23	18	±3
Marine Corps	85	±3	3	5	49	21	22	±4
Air Force	89	±2	1	3	44	24	27	±3
Enlisted	84	±1	3	5	50	22	21	±2
E1 – E4	82	±2	4	5	52	20	19	±3
E5 – E9	86	±2	1	4	48	24	23	±2
Officers	92	±2	1	2	43	28	26	±3
O1 – O3	90	±3	0	3	45	29	23	±4
O4 – O6	94	±2	1	2	40	28	30	±4
Male	86	±1	2	4	48	24	22	±2
Female	84	±2	2	5	53	22	18	±3
Not Deployed Past 12 Months	86	±2	2	4	48	24	23	±2
Deployed Past 12 Months	85	±2	2	5	49	23	20	±3
<b>WHITE</b>	87	±2	2	4	52	21	21	±2
Army	85	±3	3	4	53	21	20	±4
Navy	88	±3	2	4	56	21	17	±4
Marine Corps	88	±4	3	5	51	21	20	±6
Air Force	90	±2	1	3	47	22	26	±3
Enlisted	86	±2	3	4	54	20	20	±3
E1 – E4	85	±3	4	5	55	18	17	±4
E5 – E9	87	±2	1	4	52	21	22	±3
Officers	92	±2	0	2	46	26	25	±4
O1 – O3	90	±3	0	2	47	28	22	±5
O4 – O6	95	±2	0	2	43	25	29	±5
<b>BLACK</b>	83	±2	1	5	41	31	22	±3
Army	81	±4	2	5	38	33	23	±5
Navy	85	±3	1	5	48	26	19	±5
Marine Corps	77	±5	2	3	47	28	20	±5
Air Force	87	±3	1	3	37	33	26	±4
Enlisted	82	±3	2	5	42	29	22	±3
E1 – E4	78	±5	2	5	48	26	19	±6
E5 – E9	85	±3	1	4	39	32	24	±3
Officers	89	±3	1	4	30	41	25	±5
O1 – O3	85	±4	1	4	35	40	20	±6
O4 – O6	93	±2	1	3	22	45	30	±6
<b>HISPANIC</b>	82	±3	3	5	42	27	25	±3
Army	80	±4	2	6	41	28	23	±5
Navy	82	±4	1	4	49	27	19	±6
Marine Corps	80	±6	4	6	41	21	28	±7
Air Force	89	±4	4	3	36	27	30	±6
Enlisted	81	±3	3	5	43	26	24	±3
E1 – E4	77	±5	4	7	45	22	23	±6
E5 – E9	85	±3	2	4	41	29	25	±4

Note. Percent responding are active duty members who answered the question.

94c. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	88	±5	1	2	31	35	30	±6
O1 – O3	89	±6	1	3	34	32	30	±8
O4 – O6	92	±6	1	1	21	36	41	±8
AIAN	85	±6	4	3	50	20	23	±10
Army	81	±10	2	1	53	27	16	±17
Navy	85	±10	NR	6	43	18	27	±14
Marine Corps	87	±9	1	2	NR	11	NR	±9
Air Force	92	±4	NR	2	33	17	NR	±17
Enlisted	83	±6	5	3	50	21	21	±10
E1 – E4	83	±8	2	2	58	23	16	±17
E5 – E9	83	±9	NR	4	43	19	26	±11
Officers	93	±9	0	1	NR	NR	NR	±1
O1 – O3	96	±4	0	0	18	NR	NR	±16
O4 – O6	91	±16	0	0	NR	8	NR	±13
ASIAN	83	±3	2	4	46	27	22	±4
Army	82	±7	3	5	46	28	19	±7
Navy	84	±5	1	5	49	24	21	±7
Marine Corps	77	±15	2	4	49	21	24	±14
Air Force	87	±4	1	2	38	33	26	±7
Enlisted	82	±4	2	4	47	26	21	±4
E1 – E4	77	±7	3	7	49	24	17	±8
E5 – E9	85	±4	1	3	46	27	23	±5
Officers	91	±4	0	3	41	30	27	±8
O1 – O3	89	±5	0	3	42	26	28	±13
O4 – O6	95	±2	0	2	38	37	23	±12
NHPI	79	±7	3	2	44	23	28	±12
Army	81	±10	3	2	NR	21	NR	±15
Navy	63	±16	1	5	52	20	22	±11
Marine Corps	76	±13	NR	2	42	20	27	±12
Air Force	86	±5	1	3	42	NR	24	±12
Enlisted	78	±8	3	2	44	24	27	±12
Officers	95	±5	0	NR	NR	8	NR	±10
TWO OR MORE RACES	86	±4	3	7	45	21	24	±7
Army	86	±8	2	11	41	26	20	±14
Navy	86	±6	6	7	48	20	19	±10
Marine Corps	79	±17	5	2	NR	NR	NR	±11
Air Force	90	±4	1	3	47	18	33	±11
Enlisted	86	±5	4	7	45	20	24	±7
E1 – E4	82	±8	4	9	41	20	25	±12
E5 – E9	90	±4	3	5	49	20	23	±9
Officers	88	±8	0	NR	47	28	20	±13
O1 – O3	89	±9	0	NR	42	29	22	±16
O4 – O6	85	±17	0	2	NR	NR	15	±9
COAST GUARD	89	±2	1	3	53	25	18	±3
White	90	±3	1	3	55	24	17	±4
Black	85	±3	1	6	44	33	16	±4
Hispanic	86	±4	1	3	46	28	22	±5
Other Race/Ethnicity	88	±4	1	4	53	29	14	±7
Enlisted	88	±2	1	4	54	24	17	±4
Officers	94	±2	0	2	49	28	21	±5
Male	89	±2	1	3	53	25	18	±4
Female	87	±2	1	3	53	26	16	±3
Not Deployed Past 12 Months	90	±2	1	3	55	24	17	±4
Deployed Past 12 Months	87	±4	1	5	49	27	18	±7

NR: Not reportable



**94. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**d. Freedom from retaliation**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	86	±1	2	4	49	24	21	±2
Army	84	±2	3	5	50	23	20	±3
Navy	86	±2	2	4	52	25	18	±3
Marine Corps	85	±3	2	4	52	21	21	±4
Air Force	89	±2	1	2	44	25	27	±3
Enlisted	85	±1	2	4	50	22	21	±2
E1 – E4	82	±2	4	5	53	20	18	±3
E5 – E9	87	±2	1	4	48	24	23	±2
Officers	92	±2	1	2	43	29	25	±3
O1 – O3	90	±3	0	2	46	30	22	±4
O4 – O6	94	±2	1	1	39	30	29	±4
Male	86	±1	2	3	49	24	22	±2
Female	84	±2	2	5	53	23	17	±3
Not Deployed Past 12 Months	87	±2	2	3	48	24	23	±2
Deployed Past 12 Months	85	±2	2	5	51	23	20	±3
<b>WHITE</b>	88	±2	2	3	52	22	21	±2
Army	86	±3	3	4	53	21	19	±4
Navy	87	±3	2	3	55	23	17	±4
Marine Corps	89	±4	3	4	54	20	19	±6
Air Force	90	±2	1	2	46	23	27	±3
Enlisted	86	±2	3	4	54	20	20	±3
E1 – E4	85	±3	4	4	56	19	17	±4
E5 – E9	88	±2	1	3	52	21	22	±3
Officers	93	±2	0	1	45	28	25	±4
O1 – O3	90	±3	0	1	48	29	21	±5
O4 – O6	95	±2	1	1	41	28	29	±5
<b>BLACK</b>	83	±2	2	4	45	27	22	±3
Army	81	±4	3	5	45	26	22	±5
Navy	85	±3	1	5	47	28	19	±5
Marine Corps	78	±5	2	3	49	26	20	±5
Air Force	88	±3	2	3	39	32	25	±5
Enlisted	82	±3	2	4	46	26	22	±3
E1 – E4	78	±5	5	4	53	20	18	±6
E5 – E9	85	±3	1	4	42	29	24	±3
Officers	89	±3	1	4	33	40	21	±5
O1 – O3	85	±4	2	6	37	38	17	±5
O4 – O6	92	±3	1	4	25	46	25	±6
<b>HISPANIC</b>	82	±3	1	5	43	27	24	±3
Army	80	±4	2	7	42	27	21	±5
Navy	82	±4	1	2	50	28	18	±6
Marine Corps	80	±6	2	4	43	23	28	±7
Air Force	88	±4	0	4	38	27	31	±7
Enlisted	81	±3	1	5	44	26	23	±3
E1 – E4	78	±5	2	7	46	24	21	±6
E5 – E9	85	±3	1	4	43	28	25	±4

Note. Percent responding are active duty members who answered the question.

94d. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	87	±5	1	2	33	33	30	±6
O1 – O3	88	±6	1	3	36	28	32	±9
O4 – O6	92	±6	1	1	21	38	38	±8
AIAN	85	±6	1	5	50	20	25	±10
Army	81	±10	2	6	51	26	15	±17
Navy	85	±10	2	NR	47	15	28	±14
Marine Corps	87	±9	1	2	NR	10	NR	±9
Air Force	92	±4	0	1	33	18	NR	±17
Enlisted	83	±6	1	6	52	18	23	±10
E1 – E4	84	±8	1	6	58	21	15	±17
E5 – E9	83	±9	2	6	46	16	31	±12
Officers	93	±9	1	1	NR	NR	NR	±1
O1 – O3	96	±4	0	0	18	NR	NR	±16
O4 – O6	91	±16	0	0	NR	9	NR	±14
ASIAN	83	±3	2	4	46	27	21	±4
Army	82	±7	3	5	48	27	18	±7
Navy	84	±5	1	5	48	24	20	±7
Marine Corps	77	±15	2	2	49	23	24	±14
Air Force	87	±4	1	1	37	35	26	±7
Enlisted	82	±4	2	4	47	26	20	±4
E1 – E4	78	±7	3	6	51	23	16	±8
E5 – E9	85	±4	2	3	45	28	23	±5
Officers	91	±4	0	2	39	33	26	±9
O1 – O3	89	±5	0	1	40	30	28	±13
O4 – O6	95	±2	1	2	34	41	23	±13
NHPI	79	±7	3	1	43	23	30	±11
Army	81	±10	3	1	NR	21	NR	±15
Navy	64	±16	3	2	49	23	24	±11
Marine Corps	75	±13	1	0	45	17	37	±15
Air Force	86	±5	2	2	43	NR	23	±12
Enlisted	78	±8	3	1	43	24	29	±12
Officers	95	±5	1	1	NR	10	NR	±12
TWO OR MORE RACES	86	±4	4	6	46	23	22	±7
Army	86	±8	NR	7	47	21	20	±13
Navy	85	±6	5	7	46	21	20	±10
Marine Corps	79	±17	2	6	NR	NR	NR	±10
Air Force	92	±4	1	2	42	28	26	±11
Enlisted	86	±5	4	6	45	23	22	±7
E1 – E4	82	±8	6	6	44	18	25	±12
E5 – E9	91	±4	2	7	46	27	19	±9
Officers	88	±8	1	2	50	24	24	±13
O1 – O3	89	±9	0	2	52	22	24	±16
O4 – O6	85	±17	1	1	NR	NR	NR	±5
COAST GUARD	89	±2	1	3	51	28	18	±3
White	90	±3	1	2	53	27	18	±4
Black	85	±3	2	5	42	36	15	±4
Hispanic	86	±4	1	3	44	28	23	±5
Other Race/Ethnicity	88	±4	1	3	53	30	13	±7
Enlisted	88	±2	1	3	53	26	18	±4
Officers	95	±2	0	2	44	35	18	±5
Male	90	±2	1	3	51	28	18	±4
Female	86	±2	1	3	54	26	15	±3
Not Deployed Past 12 Months	90	±2	1	2	52	28	17	±4
Deployed Past 12 Months	87	±4	1	4	49	27	20	±7

NR: Not reportable

**94. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**e. Freedom from extremism/hate crimes**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	86	±1	1	1	45	26	26	±2
Army	84	±2	1	2	46	26	24	±3
Navy	86	±2	1	1	48	28	22	±3
Marine Corps	85	±3	1	1	49	23	26	±4
Air Force	89	±2	1	1	40	27	32	±3
Enlisted	84	±1	1	2	47	25	25	±2
E1 – E4	82	±2	2	2	51	23	22	±3
E5 – E9	86	±2	1	1	43	27	28	±2
Officers	91	±2	0	0	39	31	29	±3
O1 – O3	90	±3	0	1	43	31	25	±4
O4 – O6	94	±2	0	0	34	32	34	±4
Male	86	±1	1	1	45	26	27	±2
Female	84	±2	1	2	50	26	21	±3
Not Deployed Past 12 Months	86	±2	1	1	44	27	27	±2
Deployed Past 12 Months	85	±2	1	2	47	25	24	±3
<b>WHITE</b>	87	±2	1	1	48	24	25	±2
Army	85	±3	1	2	50	24	23	±4
Navy	88	±3	2	1	50	28	20	±4
Marine Corps	88	±4	2	2	51	21	24	±6
Air Force	90	±2	1	0	43	24	32	±3
Enlisted	86	±2	2	2	50	23	24	±3
E1 – E4	85	±3	3	2	53	21	21	±4
E5 – E9	87	±2	1	1	47	25	26	±3
Officers	92	±2	0	0	42	30	29	±4
O1 – O3	90	±3	0	1	46	30	23	±5
O4 – O6	94	±3	0	0	37	30	33	±5
<b>BLACK</b>	83	±2	1	1	39	31	27	±3
Army	81	±4	2	1	39	31	28	±5
Navy	85	±3	0	2	45	30	23	±5
Marine Corps	77	±5	2	1	45	27	26	±5
Air Force	87	±3	0	0	30	36	32	±4
Enlisted	82	±3	1	1	40	30	27	±3
E1 – E4	78	±5	2	2	48	26	22	±6
E5 – E9	84	±3	0	1	36	32	30	±3
Officers	89	±3	0	1	27	45	28	±5
O1 – O3	84	±4	0	1	30	45	25	±6
O4 – O6	93	±3	0	1	17	49	33	±6
<b>HISPANIC</b>	82	±3	1	2	40	29	28	±3
Army	79	±4	1	3	41	31	24	±5
Navy	82	±4	1	1	47	28	23	±6
Marine Corps	80	±6	1	1	39	26	32	±7
Air Force	88	±4	0	2	33	29	36	±6
Enlisted	81	±3	1	2	42	28	27	±3
E1 – E4	77	±5	1	3	45	27	24	±6
E5 – E9	84	±3	1	1	39	30	29	±4

Note. Percent responding are active duty members who answered the question.

94e. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	87	±5	1	1	28	33	37	±6
O1 – O3	88	±6	1	1	33	29	36	±8
O4 – O6	91	±6	0	1	18	36	45	±8
AIAN	85	±6	1	3	50	21	26	±10
Army	81	±10	1	4	49	26	19	±17
Navy	86	±10	0	3	48	19	30	±14
Marine Corps	87	±9	0	1	NR	14	NR	±11
Air Force	92	±4	0	0	NR	18	NR	±9
Enlisted	84	±6	1	3	52	20	25	±10
E1 – E4	84	±8	1	5	NR	21	18	±17
E5 – E9	84	±9	0	1	49	18	31	±11
Officers	93	±9	0	0	NR	NR	NR	±1
O1 – O3	96	±4	0	0	17	NR	NR	±16
O4 – O6	90	±17	0	NR	NR	9	NR	±14
ASIAN	83	±3	1	2	42	30	25	±4
Army	82	±7	3	1	42	32	22	±7
Navy	83	±5	1	4	45	26	23	±8
Marine Corps	77	±15	1	2	46	23	28	±13
Air Force	87	±4	1	0	33	36	30	±7
Enlisted	81	±4	2	2	44	29	23	±4
E1 – E4	78	±7	2	4	46	29	19	±10
E5 – E9	84	±4	1	2	42	29	27	±5
Officers	91	±4	0	1	34	34	31	±9
O1 – O3	89	±5	0	1	36	32	31	±12
O4 – O6	95	±2	0	1	31	37	32	±14
NHPI	79	±7	2	2	42	23	31	±11
Army	81	±10	3	2	NR	22	NR	±15
Navy	64	±16	1	1	51	21	26	±11
Marine Corps	76	±13	0	0	45	18	37	±15
Air Force	87	±4	0	1	39	NR	26	±11
Enlisted	78	±8	2	2	41	24	30	±12
Officers	96	±4	NR	1	NR	10	NR	±12
TWO OR MORE RACES	86	±4	2	1	42	27	28	±7
Army	86	±8	NR	2	40	33	23	±14
Navy	85	±6	NR	NR	41	27	27	±10
Marine Corps	79	±17	0	1	NR	NR	NR	±1
Air Force	92	±4	0	0	41	23	36	±11
Enlisted	86	±5	2	2	42	26	28	±7
E1 – E4	82	±8	3	2	42	24	28	±12
E5 – E9	91	±4	0	1	41	29	28	±9
Officers	88	±8	0	0	41	32	27	±14
O1 – O3	89	±9	0	0	39	34	27	±17
O4 – O6	85	±17	0	0	NR	NR	NR	±1
COAST GUARD	89	±2	0	0	48	30	21	±3
White	90	±3	0	0	50	29	21	±4
Black	85	±3	0	2	39	37	23	±4
Hispanic	86	±4	1	1	41	29	28	±5
Other Race/Ethnicity	88	±4	0	1	47	33	19	±7
Enlisted	88	±2	0	1	50	28	21	±4
Officers	94	±2	0	0	40	37	23	±5
Male	90	±2	0	0	48	30	22	±4
Female	87	±2	0	1	49	30	20	±3
Not Deployed Past 12 Months	90	±2	0	0	48	30	21	±4
Deployed Past 12 Months	87	±4	0	1	48	28	23	±7

NR: Not reportable

**94. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**f. Freedom from gangs**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	86	±1	1	1	43	28	26	±2
Army	84	±2	1	2	45	28	24	±3
Navy	86	±2	1	2	46	29	23	±3
Marine Corps	85	±3	1	1	45	24	28	±4
Air Force	89	±2	1	0	37	29	33	±3
Enlisted	85	±1	1	2	44	27	26	±2
E1 – E4	82	±2	2	2	47	26	23	±3
E5 – E9	87	±2	0	1	42	28	28	±2
Officers	92	±2	0	1	37	33	29	±3
O1 – O3	90	±3	0	1	42	32	26	±4
O4 – O6	94	±2	0	1	32	35	33	±4
Male	86	±1	1	1	42	28	27	±2
Female	84	±2	1	1	48	29	22	±3
Not Deployed Past 12 Months	87	±2	1	1	42	28	28	±2
Deployed Past 12 Months	84	±2	1	2	45	28	24	±3
<b>WHITE</b>	88	±2	1	2	46	27	25	±2
Army	86	±3	1	2	47	27	22	±4
Navy	88	±3	1	1	48	29	21	±4
Marine Corps	89	±4	1	2	47	24	26	±6
Air Force	90	±2	1	0	40	26	32	±3
Enlisted	86	±2	1	2	47	25	24	±3
E1 – E4	85	±3	2	2	50	25	21	±4
E5 – E9	88	±2	0	2	45	26	27	±3
Officers	93	±2	0	1	39	32	28	±4
O1 – O3	90	±3	0	1	44	31	24	±5
O4 – O6	95	±2	0	1	34	33	32	±5
<b>BLACK</b>	83	±2	1	1	38	32	28	±3
Army	80	±4	2	1	39	31	28	±5
Navy	85	±3	0	2	42	32	24	±5
Marine Corps	77	±5	1	1	42	28	28	±5
Air Force	88	±3	0	0	30	36	33	±4
Enlisted	82	±3	1	1	39	31	28	±3
E1 – E4	78	±5	2	1	44	28	25	±6
E5 – E9	85	±3	0	1	37	33	30	±3
Officers	89	±3	0	0	27	43	29	±5
O1 – O3	85	±4	0	0	31	40	28	±5
O4 – O6	92	±3	0	0	17	49	33	±6
<b>HISPANIC</b>	82	±3	1	2	38	29	31	±3
Army	80	±4	1	3	41	29	26	±5
Navy	82	±4	1	1	46	29	24	±6
Marine Corps	80	±6	1	1	36	24	38	±7
Air Force	89	±4	0	0	28	32	40	±6
Enlisted	81	±3	1	2	39	28	30	±3
E1 – E4	78	±5	1	3	40	27	30	±6
E5 – E9	85	±3	1	1	39	29	30	±4

Note. Percent responding are active duty members who answered the question.

94f. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	88	±5	1	1	27	36	36	±6
O1 – O3	88	±6	1	1	31	31	36	±8
O4 – O6	92	±6	0	1	17	41	41	±8
AIAN	85	±6	1	1	49	23	26	±10
Army	82	±10	1	1	48	32	18	±16
Navy	86	±10	NR	2	50	17	30	±14
Marine Corps	87	±9	0	0	NR	14	NR	±11
Air Force	92	±4	0	0	NR	18	NR	±9
Enlisted	84	±6	1	1	51	23	24	±10
E1 – E4	84	±8	2	0	NR	27	19	±17
E5 – E9	84	±9	0	2	50	18	30	±11
Officers	93	±9	0	0	NR	NR	NR	±1
O1 – O3	96	±4	0	0	17	NR	NR	±15
O4 – O6	91	±16	0	NR	NR	9	NR	±14
ASIAN	84	±3	1	2	40	30	27	±4
Army	82	±7	2	1	41	28	27	±7
Navy	84	±5	1	3	43	28	25	±8
Marine Corps	77	±15	1	1	42	25	31	±13
Air Force	88	±4	1	0	32	36	31	±7
Enlisted	82	±4	2	2	41	30	26	±4
E1 – E4	78	±7	2	NR	42	32	21	±6
E5 – E9	85	±4	1	2	40	28	29	±5
Officers	91	±4	0	1	34	30	35	±8
O1 – O3	89	±5	0	1	37	29	33	±12
O4 – O6	95	±2	0	0	30	31	38	±14
NHPI	78	±7	1	1	41	24	33	±11
Army	81	±10	1	1	NR	21	NR	±14
Navy	62	±16	1	2	43	26	28	±11
Marine Corps	76	±13	0	0	53	19	28	±13
Air Force	86	±5	0	1	35	NR	31	±10
Enlisted	77	±8	1	1	41	25	33	±12
Officers	96	±4	NR	NR	NR	11	NR	±13
TWO OR MORE RACES	87	±4	2	2	41	26	29	±7
Army	86	±8	NR	2	44	25	28	±14
Navy	86	±6	NR	NR	38	28	27	±10
Marine Corps	79	±17	0	NR	NR	NR	NR	±1
Air Force	92	±4	0	0	39	29	32	±10
Enlisted	86	±5	2	2	41	25	30	±7
E1 – E4	83	±8	3	3	40	22	32	±12
E5 – E9	91	±4	0	1	42	28	29	±9
Officers	88	±8	0	1	42	35	23	±13
O1 – O3	89	±9	0	1	40	38	21	±16
O4 – O6	85	±17	0	0	NR	NR	NR	±1
COAST GUARD	89	±2	0	0	46	30	24	±3
White	90	±3	0	0	47	30	23	±4
Black	85	±3	0	1	34	36	28	±4
Hispanic	85	±5	1	1	38	30	30	±4
Other Race/Ethnicity	88	±4	1	1	46	31	21	±7
Enlisted	88	±2	0	0	48	29	23	±4
Officers	95	±2	0	0	37	36	27	±5
Male	89	±2	0	0	45	30	24	±4
Female	87	±2	0	0	47	29	23	±3
Not Deployed Past 12 Months	90	±2	0	0	46	30	23	±4
Deployed Past 12 Months	87	±4	0	0	44	30	25	±7

NR: Not reportable

**94. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world?**

**g. Race/ethnic relations overall**

1. Much better as a civilian  
4. Better in the military

2. Better as a civilian  
5. Much better in the military

3. No difference

	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
<b>TOTAL DOD</b>	85	±1	1	2	44	27	25	±2
Army	83	±2	2	3	45	27	23	±3
Navy	86	±2	1	3	48	28	20	±3
Marine Corps	85	±3	2	2	46	24	26	±4
Air Force	89	±2	1	1	39	29	30	±3
Enlisted	84	±1	2	3	46	26	24	±2
E1 – E4	82	±2	3	3	50	23	21	±3
E5 – E9	86	±2	1	2	43	28	26	±2
Officers	91	±2	0	1	36	34	28	±3
O1 – O3	89	±3	0	1	40	34	24	±4
O4 – O6	94	±2	0	0	29	36	34	±4
Male	86	±1	1	2	43	27	26	±2
Female	84	±2	2	2	51	27	19	±3
Not Deployed Past 12 Months	86	±2	1	2	44	28	26	±2
Deployed Past 12 Months	84	±2	2	3	46	27	23	±3
<b>WHITE</b>	87	±2	1	2	47	26	24	±2
Army	85	±3	2	2	48	25	23	±4
Navy	87	±3	1	2	50	27	19	±4
Marine Corps	88	±4	1	3	48	23	25	±6
Air Force	90	±2	1	1	42	27	30	±3
Enlisted	86	±2	2	2	49	24	23	±3
E1 – E4	84	±3	3	3	53	22	20	±4
E5 – E9	87	±2	1	2	46	26	25	±3
Officers	92	±2	0	0	38	33	29	±4
O1 – O3	90	±3	0	1	43	34	23	±5
O4 – O6	94	±2	0	0	31	34	34	±5
<b>BLACK</b>	83	±2	2	2	40	32	25	±3
Army	80	±4	3	2	39	31	24	±5
Navy	85	±3	0	2	46	31	20	±5
Marine Corps	77	±5	2	3	43	27	26	±5
Air Force	87	±3	0	2	32	35	30	±4
Enlisted	82	±3	2	2	41	30	25	±3
E1 – E4	78	±5	4	4	48	25	20	±6
E5 – E9	85	±3	0	1	38	33	27	±3
Officers	89	±3	1	1	27	47	24	±5
O1 – O3	84	±4	1	1	30	47	20	±5
O4 – O6	93	±3	1	2	17	51	29	±6
<b>HISPANIC</b>	81	±3	1	3	39	30	27	±3
Army	79	±4	2	4	40	30	25	±5
Navy	82	±4	1	2	47	28	21	±6
Marine Corps	80	±6	3	1	36	28	31	±7
Air Force	88	±4	0	2	32	32	33	±6
Enlisted	81	±3	2	3	40	29	26	±3
E1 – E4	77	±5	2	4	41	29	23	±6
E5 – E9	84	±3	1	2	40	29	29	±4

Note. Percent responding are active duty members who answered the question.

94g. Continued	Percent Responding		Percentages					Max ME
			1	2	3	4	5	
Officers	87	±5	1	1	29	36	33	±6
O1 – O3	88	±6	1	2	32	32	33	±9
O4 – O6	92	±6	0	1	17	39	43	±8
AIAN	85	±6	1	4	48	23	24	±10
Army	81	±10	2	6	44	31	17	±17
Navy	86	±10	NR	6	49	22	21	±15
Marine Corps	87	±9	0	1	NR	12	NR	±10
Air Force	92	±4	0	0	NR	17	NR	±9
Enlisted	84	±6	2	4	50	20	23	±10
E1 – E4	84	±8	3	5	NR	21	18	±17
E5 – E9	84	±9	0	4	47	20	29	±11
Officers	93	±9	0	0	NR	NR	NR	±1
O1 – O3	96	±4	0	0	16	NR	18	±17
O4 – O6	91	±16	0	0	NR	10	NR	±16
ASIAN	83	±3	2	4	41	29	25	±4
Army	82	±7	3	5	42	28	23	±7
Navy	84	±5	1	5	45	26	23	±7
Marine Corps	77	±15	2	3	41	27	28	±13
Air Force	88	±4	1	1	34	35	29	±7
Enlisted	82	±4	2	4	43	28	23	±4
E1 – E4	78	±7	3	5	47	26	19	±8
E5 – E9	85	±4	1	3	41	29	26	±5
Officers	91	±4	0	3	33	33	31	±9
O1 – O3	89	±5	0	5	36	28	31	±13
O4 – O6	95	±2	0	1	26	42	31	±12
NHPI	78	±7	2	2	42	24	31	±11
Army	81	±10	2	2	NR	21	NR	±15
Navy	64	±16	1	3	49	21	26	±11
Marine Corps	76	±13	0	0	44	27	29	±17
Air Force	87	±4	1	1	39	NR	26	±11
Enlisted	77	±8	2	2	42	25	30	±12
Officers	96	±4	0	NR	NR	10	NR	±12
TWO OR MORE RACES	86	±4	2	4	43	26	25	±7
Army	84	±9	3	5	42	29	22	±13
Navy	86	±6	NR	5	43	27	22	±11
Marine Corps	78	±17	2	4	NR	13	NR	±11
Air Force	92	±4	1	1	41	26	32	±11
Enlisted	85	±5	3	4	44	25	25	±7
E1 – E4	81	±8	4	3	45	20	28	±12
E5 – E9	91	±4	1	5	43	30	22	±9
Officers	88	±8	0	1	40	34	25	±14
O1 – O3	89	±9	0	1	38	36	25	±16
O4 – O6	85	±17	0	3	NR	NR	NR	±5
COAST GUARD	89	±2	0	1	49	30	20	±3
White	90	±3	0	0	50	29	20	±4
Black	85	±3	2	4	41	39	15	±4
Hispanic	86	±4	1	2	43	28	25	±5
Other Race/Ethnicity	88	±4	0	4	49	32	14	±7
Enlisted	88	±2	0	1	52	28	19	±4
Officers	95	±2	0	1	38	38	23	±4
Male	89	±2	0	1	49	30	20	±4
Female	87	±2	0	2	50	31	16	±3
Not Deployed Past 12 Months	90	±2	0	1	49	30	19	±4
Deployed Past 12 Months	87	±4	0	1	48	28	22	±7

NR: Not reportable



**95. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last 5 years?**

1. Much less often  
4. More often

2. Less often  
5. Much more often

3. About the same

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
<b>TOTAL DOD</b>	50	±1	22	37	39	2	1	±2	2.2	±0.1	
Army	49	±2	19	36	40	3	1	±3	2.3	±0.1	
Navy	54	±2	23	38	36	2	0	±3	2.2	±0.1	
Marine Corps	37	±3	28	34	35	2	0	±5	2.1	±0.1	
Air Force	59	±2	22	36	40	1	0	±3	2.2	±0.1	
Enlisted	46	±1	22	35	40	3	1	±2	2.3	±0.1	
E1 – E4	9	±2	17	24	52	6	2	±7	2.5	±0.2	
E5 – E9	77	±2	22	37	38	2	1	±2	2.2	±0.1	
Officers	72	±3	22	40	36	1	0	±3	2.2	±0.1	
O1 – O3	52	±4	20	39	40	1	1	±5	2.2	±0.1	
O4 – O6	94	±2	23	43	34	1	0	±4	2.1	±0.1	
Male	51	±1	22	37	38	2	1	±2	2.2	±0.1	
Female	48	±3	17	37	42	3	1	±4	2.3	±0.1	
Not Deployed Past 12 Months	51	±2	22	37	38	2	1	±2	2.2	±0.1	
Deployed Past 12 Months	49	±2	20	36	39	3	1	±3	2.3	±0.1	
<b>WHITE</b>	49	±2	21	36	40	2	1	±3	2.3	±0.1	
Army	46	±3	17	36	42	4	2	±4	2.4	±0.1	
Navy	54	±3	23	37	39	1	0	±4	2.2	±0.1	
Marine Corps	36	±4	26	34	38	2	0	±7	2.1	±0.2	
Air Force	59	±3	21	37	40	1	1	±4	2.2	±0.1	
Enlisted	44	±2	20	35	41	3	1	±3	2.3	±0.1	
E1 – E4	8	±2	14	24	54	6	3	±10	2.6	±0.2	
E5 – E9	76	±3	21	36	40	2	1	±3	2.3	±0.1	
Officers	72	±3	23	40	36	1	0	±4	2.2	±0.1	
O1 – O3	50	±5	19	39	41	0	1	±7	2.3	±0.1	
O4 – O6	94	±3	23	42	34	0	0	±5	2.1	±0.1	
<b>BLACK</b>	58	±2	21	38	38	2	0	±3	2.2	±0.1	
Army	58	±4	20	38	39	2	1	±5	2.2	±0.1	
Navy	57	±4	20	44	34	2	0	±5	2.2	±0.1	
Marine Corps	47	±4	23	39	33	6	0	±9	2.2	±0.2	
Air Force	62	±3	23	32	42	2	0	±5	2.2	±0.1	
Enlisted	56	±3	21	38	38	2	1	±3	2.2	±0.1	
E1 – E4	14	±4	12	19	67	2	NR	±11	2.6	±0.2	
E5 – E9	80	±3	22	40	35	2	1	±3	2.2	±0.1	
Officers	78	±4	19	44	34	3	0	±5	2.2	±0.1	
O1 – O3	62	±5	17	45	36	2	0	±6	2.2	±0.1	
O4 – O6	92	±3	17	45	35	2	0	±6	2.2	±0.1	
<b>HISPANIC</b>	48	±3	26	36	35	2	1	±3	2.2	±0.1	
Army	50	±4	22	34	39	4	1	±6	2.3	±0.1	
Navy	51	±5	26	39	32	3	1	±6	2.1	±0.1	
Marine Corps	35	±5	39	33	26	0	1	±8	1.9	±0.2	
Air Force	54	±6	24	38	37	1	0	±7	2.2	±0.1	
Enlisted	46	±3	26	35	36	3	1	±4	2.2	±0.1	
E1 – E4	11	±3	29	29	37	5	0	±13	2.2	±0.3	
E5 – E9	76	±3	26	35	36	2	1	±4	2.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have spent at least 5 years in military service (Q13).

NR: Not reportable

95. Continued	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
Officers	74	±6	24	45	31	1	0	±7	2.1	±0.1	
O1 – O3	66	±7	28	40	32	1	0	±11	2.1	±0.2	
O4 – O6	91	±6	22	52	26	1	0	±7	2.1	±0.1	
AIAN	50	±9	32	22	42	3	1	±12	2.2	±0.3	
Army	44	±14	19	29	NR	3	1	±17	2.4	±0.3	
Navy	59	±12	24	19	53	3	1	±15	2.4	±0.3	
Marine Corps	37	±21	NR	20	NR	2	0	±15	NR		
Air Force	72	±10	NR	14	23	1	0	±14	1.6	±0.4	
Enlisted	45	±9	38	19	39	3	1	±12	2.1	±0.3	
E1 – E4	12	±9	NR	NR	NR	4	NR	±9	NR		
E5 – E9	79	±9	36	20	40	3	1	±12	2.1	±0.3	
Officers	82	±16	NR	NR	NR	0	0	±1	NR		
O1 – O3	63	±31	NR	NR	NR	0	0	±2	NR		
O4 – O6	91	±16	NR	NR	NR	0	0	±2	NR		
ASIAN	49	±3	30	36	32	2	1	±4	2.1	±0.1	
Army	44	±6	26	34	35	4	2	±9	2.2	±0.2	
Navy	53	±5	32	39	27	1	1	±6	2.0	±0.1	
Marine Corps	40	±12	NR	24	33	1	1	±16	1.9	±0.4	
Air Force	54	±6	27	36	36	1	0	±9	2.1	±0.2	
Enlisted	46	±4	30	35	31	2	1	±5	2.1	±0.1	
E1 – E4	8	±3	18	26	39	NR	5	±15	2.6	±0.4	
E5 – E9	73	±5	31	36	31	1	1	±5	2.0	±0.1	
Officers	65	±6	29	37	33	1	0	±11	2.1	±0.2	
O1 – O3	49	±9	NR	31	35	1	0	±14	2.0	±0.3	
O4 – O6	94	±3	23	44	32	1	0	±12	2.1	±0.2	
NHPI	46	±9	30	41	27	0	1	±15	2.0	±0.2	
Army	47	±15	NR	NR	NR	NR	2	±5	2.0	±0.3	
Navy	43	±13	35	28	36	1	0	±15	2.0	±0.3	
Marine Corps	26	±7	36	27	29	5	3	±10	2.1	±0.3	
Air Force	53	±11	NR	26	29	1	0	±14	1.9	±0.4	
Enlisted	44	±10	28	41	29	0	1	±16	2.1	±0.2	
Officers	87	±11	NR	NR	10	0	NR	±13	NR		
TWO OR MORE RACES	45	±6	14	37	44	5	0	±8	2.4	±0.2	
Army	42	±11	11	35	48	NR	0	±16	2.5	±0.3	
Navy	48	±9	14	41	37	NR	0	±13	2.4	±0.3	
Marine Corps	28	±14	13	24	NR	1	1	±16	2.5	±0.3	
Air Force	52	±9	16	39	44	2	0	±13	2.3	±0.2	
Enlisted	42	±7	14	38	42	6	0	±9	2.4	±0.2	
E1 – E4	6	±4	NR	NR	NR	NR	NR	±0	NR		
E5 – E9	84	±5	15	39	43	3	0	±9	2.4	±0.2	
Officers	61	±12	10	34	55	1	1	±15	2.5	±0.2	
O1 – O3	49	±15	11	NR	NR	0	1	±14	2.4	±0.3	
O4 – O6	85	±17	11	NR	NR	1	0	±8	2.5	±0.3	
COAST GUARD	61	±3	22	39	37	1	1	±4	2.2	±0.1	
White	64	±3	21	40	37	1	1	±5	2.2	±0.1	
Black	58	±3	18	35	44	3	0	±4	2.3	±0.1	
Hispanic	54	±4	32	36	31	1	0	±7	2.0	±0.1	
Other Race/Ethnicity	55	±6	22	35	39	3	0	±10	2.2	±0.2	
Enlisted	56	±3	23	35	39	1	1	±5	2.2	±0.1	
Officers	82	±3	20	48	32	1	0	±5	2.1	±0.1	
Male	64	±3	23	38	37	1	1	±4	2.2	±0.1	
Female	47	±3	14	43	42	1	0	±4	2.3	±0.1	
Not Deployed Past 12 Months	63	±3	22	39	37	1	1	±4	2.2	±0.1	
Deployed Past 12 Months	55	±6	22	38	38	1	1	±8	2.2	±0.2	

NR: Not reportable

**96. In your opinion, have race/ethnic relations overall in the military gotten better or worse over the last 5 years?**

1. Worse today

2. About the same as 5 years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
<b>TOTAL DOD</b>	50	±1	3	44	53	±2
Army	49	±2	4	45	51	±3
Navy	54	±2	3	41	57	±3
Marine Corps	37	±3	2	40	58	±5
Air Force	59	±2	2	45	53	±3
Enlisted	46	±1	4	44	52	±2
E1 – E4	9	±2	8	51	41	±7
E5 – E9	77	±2	3	44	53	±2
Officers	72	±3	1	41	58	±3
O1 – O3	52	±4	1	45	54	±5
O4 – O6	94	±2	1	39	60	±4
Male	51	±1	3	43	54	±2
Female	48	±3	3	49	48	±4
Not Deployed Past 12 Months	51	±2	2	43	54	±2
Deployed Past 12 Months	49	±2	4	44	52	±3
<b>WHITE</b>	49	±2	3	44	53	±3
Army	46	±3	5	46	49	±4
Navy	54	±3	2	42	56	±4
Marine Corps	36	±4	2	41	56	±7
Air Force	59	±3	2	44	54	±4
Enlisted	44	±2	4	45	51	±3
E1 – E4	8	±2	8	54	38	±10
E5 – E9	76	±3	4	44	52	±3
Officers	72	±3	1	41	58	±4
O1 – O3	49	±5	1	44	55	±7
O4 – O6	95	±2	1	39	60	±5
<b>BLACK</b>	58	±2	2	45	53	±3
Army	58	±4	2	47	51	±5
Navy	57	±4	3	40	57	±5
Marine Corps	47	±4	5	39	56	±9
Air Force	62	±3	2	48	50	±5
Enlisted	56	±3	3	45	52	±3
E1 – E4	14	±4	3	64	33	±12
E5 – E9	80	±3	3	43	54	±3
Officers	78	±4	2	43	55	±5
O1 – O3	62	±5	2	45	53	±6
O4 – O6	93	±2	2	39	59	±5
<b>HISPANIC</b>	48	±3	2	40	58	±3
Army	50	±4	3	41	55	±6
Navy	51	±5	2	37	61	±6
Marine Corps	35	±5	1	32	67	±6
Air Force	54	±6	2	45	53	±7
Enlisted	46	±3	3	41	57	±4
E1 – E4	11	±3	7	33	60	±12
E5 – E9	76	±3	2	41	56	±4

Note. Percent responding are active duty members who answered the question and who have spent at least 5 years in military service (Q13).

96. Continued	Percent Responding		Percentages			Max ME
			1	2	3	
Officers	74	±6	1	36	64	±6
O1 – O3	66	±7	1	43	56	±10
O4 – O6	91	±6	1	31	68	±6
AIAN	50	±9	3	46	52	±11
Army	44	±14	3	NR	NR	±3
Navy	60	±11	4	55	41	±15
Marine Corps	37	±21	3	NR	NR	±4
Air Force	72	±10	1	24	75	±15
Enlisted	45	±9	3	43	53	±10
E1 – E4	12	±9	4	NR	NR	±9
E5 – E9	79	±9	3	45	52	±11
Officers	82	±16	1	NR	NR	±1
O1 – O3	63	±31	1	NR	NR	±3
O4 – O6	91	±16	0	NR	NR	±2
ASIAN	49	±3	3	36	61	±4
Army	45	±6	6	33	61	±8
Navy	53	±5	2	33	65	±6
Marine Corps	40	±12	2	33	65	±16
Air Force	54	±6	1	47	52	±9
Enlisted	46	±4	3	37	60	±5
E1 – E4	8	±3	NR	45	42	±15
E5 – E9	74	±5	2	36	62	±5
Officers	65	±6	1	35	64	±9
O1 – O3	50	±9	1	35	64	±14
O4 – O6	94	±2	1	37	63	±11
NHPI	46	±9	4	37	59	±15
Army	47	±15	5	NR	NR	±8
Navy	43	±13	2	48	50	±14
Marine Corps	26	±7	3	35	62	±10
Air Force	53	±11	1	38	62	±17
Enlisted	44	±10	4	40	56	±16
Officers	87	±11	0	12	88	±16
TWO OR MORE RACES	44	±6	4	51	45	±8
Army	42	±11	3	51	46	±15
Navy	48	±9	NR	46	44	±13
Marine Corps	28	±14	3	NR	31	±18
Air Force	52	±9	2	51	48	±12
Enlisted	42	±7	5	47	47	±9
E1 – E4	6	±4	NR	NR	NR	
E5 – E9	84	±5	3	49	48	±9
Officers	60	±12	1	65	35	±14
O1 – O3	49	±15	0	NR	NR	±1
O4 – O6	85	±17	1	NR	NR	±4
COAST GUARD	62	±3	2	41	57	±4
White	64	±3	2	41	57	±5
Black	58	±3	2	49	49	±4
Hispanic	55	±4	2	36	62	±5
Other Race/Ethnicity	55	±6	1	44	55	±8
Enlisted	57	±3	3	43	54	±5
Officers	83	±3	1	34	65	±5
Male	64	±3	2	40	57	±4
Female	47	±3	1	47	53	±4
Not Deployed Past 12 Months	63	±3	2	40	58	±4
Deployed Past 12 Months	56	±6	2	46	52	±8

NR: Not reportable

**97. In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?**

1. Much worse  
4. Better

2. Worse  
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
<b>TOTAL DOD</b>	50	±1	1	4	59	22	14	±2	3.4	±0.1	
Army	49	±2	1	6	57	22	14	±3	3.4	±0.1	
Navy	54	±2	1	4	56	23	15	±3	3.5	±0.1	
Marine Corps	37	±3	1	2	60	20	18	±5	3.5	±0.1	
Air Force	59	±2	0	3	64	20	13	±3	3.4	±0.1	
Enlisted	46	±1	1	4	58	22	15	±2	3.5	±0.1	
E1 – E4	9	±2	3	4	66	16	11	±6	3.3	±0.2	
E5 – E9	77	±2	1	4	57	23	15	±2	3.5	±0.1	
Officers	72	±3	0	4	63	20	13	±3	3.4	±0.1	
O1 – O3	52	±4	0	3	63	21	14	±5	3.4	±0.1	
O4 – O6	94	±2	0	5	65	19	10	±4	3.3	±0.1	
Male	51	±1	1	4	59	21	14	±2	3.4	±0.1	
Female	48	±3	1	3	58	24	14	±4	3.5	±0.1	
Not Deployed Past 12 Months	51	±2	1	4	59	22	15	±2	3.5	±0.1	
Deployed Past 12 Months	49	±2	1	5	60	21	13	±3	3.4	±0.1	
<b>WHITE</b>	50	±2	1	5	66	16	12	±2	3.3	±0.1	
Army	46	±3	2	8	64	15	11	±4	3.2	±0.1	
Navy	54	±3	1	6	64	18	12	±4	3.3	±0.1	
Marine Corps	36	±4	0	2	70	14	14	±7	3.4	±0.1	
Air Force	59	±3	0	3	68	17	11	±4	3.4	±0.1	
Enlisted	44	±2	1	6	65	16	12	±3	3.3	±0.1	
E1 – E4	8	±2	6	4	74	10	6	±10	3.1	±0.2	
E5 – E9	76	±3	1	6	64	17	12	±3	3.3	±0.1	
Officers	72	±3	0	5	68	15	11	±4	3.3	±0.1	
O1 – O3	50	±5	0	3	68	18	11	±6	3.4	±0.1	
O4 – O6	95	±2	0	5	70	15	9	±5	3.3	±0.1	
<b>BLACK</b>	58	±2	0	2	45	35	18	±3	3.7	±0.1	
Army	58	±4	0	1	45	35	18	±5	3.7	±0.1	
Navy	57	±4	0	2	42	37	19	±5	3.7	±0.1	
Marine Corps	46	±4	0	1	42	35	22	±7	3.8	±0.1	
Air Force	62	±3	0	2	49	32	16	±5	3.6	±0.1	
Enlisted	55	±3	0	2	46	34	18	±3	3.7	±0.1	
E1 – E4	14	±4	NR	2	61	22	15	±12	3.5	±0.2	
E5 – E9	80	±3	0	2	44	36	18	±4	3.7	±0.1	
Officers	79	±4	0	2	40	40	18	±5	3.7	±0.1	
O1 – O3	63	±5	0	1	42	40	17	±6	3.7	±0.1	
O4 – O6	93	±2	0	3	39	43	14	±6	3.7	±0.1	
<b>HISPANIC</b>	48	±3	1	1	50	29	19	±3	3.6	±0.1	
Army	50	±4	0	2	53	28	17	±6	3.6	±0.1	
Navy	51	±5	2	1	47	32	18	±6	3.6	±0.1	
Marine Corps	35	±5	NR	0	40	29	27	±7	3.8	±0.2	
Air Force	54	±6	0	1	56	27	16	±7	3.6	±0.1	
Enlisted	46	±3	1	1	51	28	19	±4	3.6	±0.1	
E1 – E4	11	±3	0	1	58	21	20	±13	3.6	±0.2	
E5 – E9	76	±3	1	1	50	29	19	±4	3.6	±0.1	

Note. Percent responding are active duty members who answered the question and who have spent at least 5 years in military service (Q13).

NR: Not reportable

97. Continued	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
Officers	74	±6	0	1	47	34	18	±7	3.7	±0.1	
O1 – O3	65	±7	1	0	51	26	21	±10	3.7	±0.2	
O4 – O6	91	±6	0	1	40	39	20	±8	3.8	±0.1	
AIAN	50	±9	0	7	58	14	21	±12	3.5	±0.3	
Army	44	±14	0	NR	66	13	12	±17	3.3	±0.3	
Navy	60	±11	0	NR	62	9	16	±17	3.3	±0.3	
Marine Corps	37	±21	0	1	NR	13	NR	±11	NR		
Air Force	72	±11	0	0	NR	NR	NR	±1	NR		
Enlisted	45	±9	0	5	55	16	24	±13	3.6	±0.3	
E1 – E4	12	±9	NR	1	NR	9	NR	±13	NR		
E5 – E9	79	±9	0	6	57	17	20	±13	3.5	±0.3	
Officers	82	±16	0	NR	NR	9	NR	±9	3.2	±0.4	
O1 – O3	63	±31	0	NR	NR	NR	10	±13	NR		
O4 – O6	91	±16	0	1	NR	7	NR	±11	NR		
ASIAN	49	±3	1	2	44	30	24	±4	3.7	±0.1	
Army	44	±6	2	4	39	37	18	±9	3.6	±0.2	
Navy	53	±5	1	2	41	29	28	±6	3.8	±0.1	
Marine Corps	40	±12	1	0	NR	19	NR	±9	3.8	±0.4	
Air Force	54	±6	0	1	51	28	20	±10	3.7	±0.2	
Enlisted	46	±4	1	2	43	30	24	±5	3.7	±0.1	
E1 – E4	8	±3	NR	NR	40	29	18	±15	3.5	±0.4	
E5 – E9	73	±5	1	2	43	30	25	±5	3.8	±0.1	
Officers	65	±6	0	1	46	30	22	±12	3.7	±0.2	
O1 – O3	50	±9	0	1	46	21	NR	±15	3.8	±0.4	
O4 – O6	94	±3	0	2	49	37	12	±14	3.6	±0.2	
NHPI	46	±9	1	1	47	27	25	±14	3.7	±0.3	
Army	47	±15	1	2	NR	NR	NR	±6	3.8	±0.4	
Navy	43	±13	0	2	63	14	21	±13	3.5	±0.2	
Marine Corps	26	±7	3	1	46	27	23	±10	3.7	±0.2	
Air Force	53	±11	0	0	NR	17	NR	±9	NR		
Enlisted	44	±10	1	2	50	25	23	±15	3.7	±0.3	
Officers	87	±11	NR	0	NR	NR	NR	±2	NR		
TWO OR MORE RACES	45	±6	0	8	60	20	12	±8	3.4	±0.2	
Army	42	±11	0	13	55	19	13	±16	3.3	±0.3	
Navy	48	±9	0	NR	58	21	12	±13	3.3	±0.3	
Marine Corps	28	±14	1	2	NR	NR	7	±7	3.4	±0.3	
Air Force	52	±9	0	1	68	19	12	±12	3.4	±0.2	
Enlisted	42	±7	0	8	60	20	12	±9	3.4	±0.2	
E1 – E4	6	±4	NR	NR	NR	NR	5	±8	NR		
E5 – E9	84	±5	0	6	62	19	13	±9	3.4	±0.2	
Officers	61	±12	1	NR	60	20	11	±16	3.3	±0.3	
O1 – O3	49	±15	0	1	NR	13	NR	±9	3.4	±0.4	
O4 – O6	85	±17	2	3	NR	NR	8	±7	3.5	±0.3	
COAST GUARD	62	±3	1	6	59	21	14	±4	3.4	±0.1	
White	64	±3	1	7	62	18	12	±5	3.3	±0.1	
Black	58	±3	0	3	44	39	14	±4	3.6	±0.1	
Hispanic	55	±4	0	1	44	31	24	±6	3.8	±0.1	
Other Race/Ethnicity	55	±6	1	7	55	22	15	±9	3.4	±0.2	
Enlisted	57	±3	1	6	59	20	14	±5	3.4	±0.1	
Officers	83	±3	0	5	59	23	12	±5	3.4	±0.1	
Male	64	±3	1	6	58	21	14	±4	3.4	±0.1	
Female	47	±3	0	2	64	24	10	±4	3.4	±0.1	
Not Deployed Past 12 Months	64	±3	1	6	59	22	13	±4	3.4	±0.1	
Deployed Past 12 Months	55	±6	1	7	59	16	17	±8	3.4	±0.2	

NR: Not reportable

**99. Did you respond to this survey via the Web or a paper survey questionnaire? Constructed from administrative data.**

1. Paper survey

2. Web survey

	Percent Responding		Percentages		Max ME
			1	2	
<b>TOTAL DOD</b>	100	±0	6	94	±1
Army	100	±0	6	94	±2
Navy	100	±0	7	93	±2
Marine Corps	100	±0	7	93	±3
Air Force	100	±0	3	97	±1
Enlisted	100	±0	6	94	±1
E1 – E4	100	±0	7	93	±2
E5 – E9	100	±0	5	95	±1
Officers	100	±0	5	95	±2
O1 – O3	100	±0	6	94	±2
O4 – O6	100	±0	4	96	±2
Male	100	±0	6	94	±1
Female	100	±0	5	95	±2
Not Deployed Past 12 Months	100	±0	5	95	±1
Deployed Past 12 Months	100	±0	6	94	±2
<b>WHITE</b>	100	±0	6	94	±1
Army	100	±0	6	94	±2
Navy	100	±0	8	92	±2
Marine Corps	100	±0	8	92	±4
Air Force	100	±0	3	97	±2
Enlisted	100	±0	6	94	±2
E1 – E4	100	±0	8	92	±3
E5 – E9	100	±0	4	96	±2
Officers	100	±0	5	95	±2
O1 – O3	100	±0	6	94	±3
O4 – O6	100	±0	4	96	±3
<b>BLACK</b>	100	±0	5	95	±2
Army	100	±0	4	96	±3
Navy	100	±0	7	93	±3
Marine Corps	100	±0	5	95	±3
Air Force	100	±0	3	97	±2
Enlisted	100	±0	5	95	±2
E1 – E4	100	±0	4	96	±3
E5 – E9	100	±0	5	95	±2
Officers	100	±0	4	96	±2
O1 – O3	100	±0	4	96	±3
O4 – O6	100	±0	3	97	±2
<b>HISPANIC</b>	100	±0	5	95	±2
Army	100	±0	5	95	±3
Navy	100	±0	5	95	±3
Marine Corps	100	±0	6	94	±4
Air Force	100	±0	3	97	±3
Enlisted	100	±0	5	95	±2
E1 – E4	100	±0	6	94	±3
E5 – E9	100	±0	4	96	±2

Note. Percent responding are active duty members who answered the survey.

99. Continued	Percent Responding		Percentages		Max ME
			1	2	
Officers	100	±0	5	95	±4
O1 – O3	100	±0	3	97	±2
O4 – O6	100	±0	4	96	±2
AIAN	100	±0	9	91	±11
Army	100	±0	4	96	±3
Navy	100	±0	6	94	±6
Marine Corps	100	±0	NR	NR	
Air Force	100	±0	3	97	±2
Enlisted	100	±0	10	90	±13
E1 – E4	100	±0	NR	NR	
E5 – E9	100	±0	4	96	±3
Officers	100	±0	2	98	±2
O1 – O3	100	±0	2	98	±4
O4 – O6	100	±0	2	98	±3
ASIAN	100	±0	6	94	±2
Army	100	±0	7	93	±4
Navy	100	±0	7	93	±3
Marine Corps	100	±0	4	96	±2
Air Force	100	±0	4	96	±2
Enlisted	100	±0	6	94	±2
E1 – E4	100	±0	7	93	±3
E5 – E9	100	±0	6	94	±2
Officers	100	±0	5	95	±4
O1 – O3	100	±0	5	95	±7
O4 – O6	100	±0	5	95	±2
NHPI	100	±0	4	96	±3
Army	100	±0	4	96	±6
Navy	100	±0	4	96	±5
Marine Corps	100	±0	2	98	±4
Air Force	100	±0	5	95	±4
Enlisted	100	±0	4	96	±3
Officers	100	±0	1	99	±3
TWO OR MORE RACES	100	±0	6	94	±4
Army	100	±0	6	94	±7
Navy	100	±0	8	92	±8
Marine Corps	100	±0	1	99	±2
Air Force	100	±0	6	94	±7
Enlisted	100	±0	6	94	±4
E1 – E4	100	±0	5	95	±5
E5 – E9	100	±0	6	94	±5
Officers	100	±0	8	92	±13
O1 – O3	100	±0	NR	NR	
O4 – O6	100	±0	2	98	±3
COAST GUARD	100	±0	3	97	±2
White	100	±0	3	97	±2
Black	100	±0	3	97	±2
Hispanic	100	±0	3	97	±2
Other Race/Ethnicity	100	±0	6	94	±6
Enlisted	100	±0	3	97	±2
Officers	100	±0	4	96	±4
Male	100	±0	3	97	±2
Female	100	±0	4	96	±2
Not Deployed Past 12 Months	100	±0	3	97	±2
Deployed Past 12 Months	100	±0	5	95	±4

NR: Not reportable



**100. In what region of the United States do you live? Constructed from administrative data.**1. West  
4. South

2. Midwest

3. Northeast

	Percent Responding		Percentages				Max ME
			1	2	3	4	
<b>TOTAL DOD</b>	74	±2	31	9	5	55	±2
Army	75	±2	21	12	7	61	±3
Navy	69	±2	37	4	6	53	±3
Marine Corps	73	±4	43	5	3	49	±5
Air Force	77	±2	33	13	4	51	±3
Enlisted	71	±2	32	9	5	54	±2
E1 – E4	63	±3	34	11	6	49	±3
E5 – E9	79	±2	30	7	5	58	±2
Officers	85	±2	25	11	5	59	±3
O1 – O3	84	±3	25	12	5	57	±4
O4 – O6	86	±3	26	11	5	59	±4
Male	74	±2	31	9	5	55	±2
Female	73	±3	30	9	3	58	±4
Not Deployed Past 12 Months	76	±2	31	10	5	54	±2
Deployed Past 12 Months	69	±2	30	8	6	56	±3
<b>WHITE</b>	75	±2	30	11	6	53	±2
Army	76	±3	22	14	7	57	±4
Navy	71	±3	36	5	6	53	±4
Marine Corps	74	±5	41	7	3	49	±6
Air Force	79	±3	32	13	4	50	±4
Enlisted	72	±2	32	10	6	52	±3
E1 – E4	63	±4	34	13	7	46	±4
E5 – E9	81	±2	30	8	5	56	±3
Officers	87	±3	25	12	5	58	±4
O1 – O3	86	±4	25	13	6	56	±5
O4 – O6	88	±3	26	12	5	57	±5
<b>BLACK</b>	72	±3	21	7	4	68	±3
Army	74	±4	14	9	4	74	±5
Navy	69	±4	24	4	4	68	±5
Marine Corps	68	±4	30	2	3	65	±6
Air Force	73	±4	29	11	2	58	±5
Enlisted	71	±3	21	7	4	68	±3
E1 – E4	59	±5	22	7	3	67	±7
E5 – E9	78	±3	20	7	4	68	±3
Officers	79	±4	17	7	4	72	±5
O1 – O3	79	±4	18	8	3	72	±6
O4 – O6	81	±6	18	6	6	70	±6
<b>HISPANIC</b>	72	±3	36	6	5	53	±3
Army	72	±4	21	9	6	65	±5
Navy	66	±5	44	3	6	47	±6
Marine Corps	73	±6	54	2	4	40	±8
Air Force	76	±5	42	9	3	46	±7
Enlisted	71	±3	38	6	5	52	±4
E1 – E4	64	±5	42	7	4	46	±6
E5 – E9	77	±3	34	5	5	56	±4

Note. Percent responding are active duty members who answered the survey and who received their last communication about the survey at their home in one of the 50 United States or the District of Columbia.

100. Continued	Percent Responding		Percentages				Max ME
			1	2	3	4	
Officers	79	±5	24	8	5	63	±6
O1 – O3	80	±6	28	11	6	56	±9
O4 – O6	77	±8	24	7	5	64	±6
AIAN	71	±8	36	6	3	55	±11
Army	71	±13	21	5	3	71	±12
Navy	72	±9	46	3	3	48	±16
Marine Corps	75	±19	NR	2	2	NR	±3
Air Force	64	±20	30	NR	1	NR	±12
Enlisted	72	±7	40	6	3	51	±12
E1 – E4	69	±12	NR	4	1	NR	±3
E5 – E9	76	±9	39	9	4	48	±12
Officers	66	±32	11	4	2	83	±10
O1 – O3	75	±31	16	3	3	NR	±16
O4 – O6	55	±47	8	5	2	85	±14
ASIAN	66	±4	52	6	4	38	±4
Army	66	±7	34	7	7	51	±7
Navy	61	±5	68	2	3	27	±5
Marine Corps	75	±7	60	2	3	35	±16
Air Force	71	±6	44	15	3	39	±9
Enlisted	63	±4	55	6	3	36	±5
E1 – E4	57	±7	49	9	4	38	±8
E5 – E9	68	±4	59	4	2	35	±6
Officers	79	±6	40	9	6	45	±8
O1 – O3	76	±8	39	10	5	46	±11
O4 – O6	85	±4	40	8	NR	44	±13
NHPI	64	±9	35	3	2	59	±10
Army	64	±15	21	3	3	73	±14
Navy	65	±12	NR	0	1	NR	±2
Marine Corps	60	±13	52	2	1	45	±16
Air Force	63	±14	52	9	1	38	±5
Enlisted	62	±10	37	3	2	58	±11
Officers	88	±11	NR	2	2	NR	±5
TWO OR MORE RACES	71	±6	30	8	6	56	±7
Army	77	±10	19	8	14	59	±14
Navy	69	±8	45	2	1	52	±11
Marine Corps	57	±21	NR	2	2	NR	±7
Air Force	72	±9	27	14	1	57	±10
Enlisted	70	±6	31	8	6	55	±8
E1 – E4	63	±10	24	10	10	55	±13
E5 – E9	79	±6	37	7	2	54	±9
Officers	79	±10	27	4	NR	63	±14
O1 – O3	77	±13	26	3	NR	61	±17
O4 – O6	84	±16	NR	6	2	NR	±6
COAST GUARD	90	±2	29	7	16	47	±3
White	91	±2	28	8	17	48	±4
Black	88	±3	19	5	18	57	±4
Hispanic	86	±3	31	5	16	48	±5
Other Race/Ethnicity	87	±4	42	7	15	36	±7
Enlisted	89	±2	30	8	17	45	±4
Officers	92	±3	24	5	14	58	±5
Male	90	±2	28	8	16	48	±4
Female	89	±2	34	5	18	44	±3
Not Deployed Past 12 Months	91	±2	27	7	17	49	±4
Deployed Past 12 Months	87	±4	35	9	16	40	±7

NR: Not reportable



# **Survey Instrument**





**Human Resources Strategic Assessment Program  
(HRSAP)**

*Information and Technology for Better Decision Making*

- You have reached the redirect page for Department of Defense Human Resources Strategic Assessment Program (HRSAP) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.
- Please enter your Ticket Number below, then click the Continue button to access your survey.

- If you are not automatically transferred, click on the link below:

<http://www.dodsurvey.net>

**Certification**

Authorities: [10 USC 1782](#)

Sponsor: [Office of the Under Secretary of Defense for Personnel and Readiness](#)

Report Control Number: DD-P&R(AR) 2145

Contract: M67004-99-0001

Survey Results: <http://www.dmdc.osd.mil/surveys>

## Human Relations Surveys

### 2009 Workplace and Equal Opportunity Survey of Active Duty Members

#### Welcome

[Security Protection Advisory](#)

[RCS#DD-P&R\(QD\)1946](#)  
[Exp. 2/28/2011](#)

You have been selected to take a survey on issues of workplace race/ethnic harassment and discrimination. When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Act and Informed Consent Statement
- Take the survey

Thank you, again, for your time and participation.

[Frequently Asked Questions / How to Contact Us](#)

**PRIVACY ACT STATEMENT FOR STATUS OF FORCES SURVEYS**

In accordance with the Privacy Act, this notice informs you of the purpose of the Human Relation surveys and how the findings of these surveys will be used. It also provides information about the Privacy Act and about informed consent. Please read it carefully.

**AUTHORITY:** 10 United States Code, Sections 136, 481, 1782, 2358. 14 United States Code Section 1.

**PRINCIPAL PURPOSE:** Information collected in this survey will be used to research attitudes and perceptions about racial and ethnic issues including harassment and discrimination and identify areas where improvements are needed. This information will assist in the formulation of policies which will help to improve the working environment. Reports will be provided to the Office of the Secretary of Defense, each Military Department, the United States Coast Guard, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Data could be used in future research. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the Web: <http://www.dmdc.osd.mil/surveys/>

**ROUTINE USES:** None.

**DISCLOSURE:** Providing information on this survey is voluntary. Most people take 30 minutes to complete the survey. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel and Readiness), representatives of the U.S. Army Medical Research and Materiel Command and United States Coast Guard are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. In no case will individual identifiable survey responses be reported. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC will notify an office in your area for appropriate action.

**SURVEY ELIGIBILITY AND POTENTIAL BENEFITS:** DMDC uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., race/ethnicity, Service). This is your chance to be heard on issues that directly affect you. While there is no direct benefit for your individual participation, your responses on this survey **make a difference**.

**STATEMENT OF RISK:** The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as survey responses. Survey data may be shared with organizations doing research on DoD personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

**If you are a victim of racial/ethnic harassment or a person who wishes to prevent or respond to it, you may want to contact your Service's local equal opportunity office. To reach a hotline for your Service call:**

<b>Army:</b>	<b>1-800-267-9964</b>
<b>Marine Corps:</b>	<b>703-784-9371</b>
<b>Navy:</b>	<b>1-800-253-0931</b>
<b>Air Force:</b>	<b>1-800-616-3775</b>
<b>Coast Guard:</b>	<b>1-800-222-0364</b>

To reach Military OneSource 24/7 you can call a hotline number: Stateside: 1-800-342-9647 Overseas: 00-800-3429-8477 or call collect 1-484-530-5908. Worldwide: [www.militaryonesource.com](http://www.militaryonesource.com). Coast Guard members may want to call Employee Assistance Program Counseling Services (1-800-222-0364).

If you are experiencing any problem with the survey, please e-mail [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message any time, toll-free, at 1-800-881-5307. If you have concerns about your rights as a research participant, please contact: Ms. Caroline Miner, Human Research Protection Program Manager for the Office of the Under Secretary of Defense (P&R), [HRPP@tma.OSD.mil](mailto:HRPP@tma.OSD.mil), 703-575-2677.

Click *Continue* if you agree to do the survey. Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to April 21, 2009 by sending an e-mail to [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or leave a message, toll-free, at 1-800-881-5307. Please include in the e-mail or phone message your name, Ticket Number, and the PIN that you selected when you started this survey. Unless withdrawn, partially completed survey data may be used after that date.

## HOW TO CONTACT US

If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- Call: 1-800-881-5307
- E-mail: [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil)
- Fax: 1-763-268-3002

## ABOUT THIS QUESTIONNAIRE

### What is the Human Relations Survey Program?

- Human Relations Survey Program is a DoD personnel program that features Web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable the DoD to regularly assess the attitudes and opinions of the DoD community—active duty and Reserve component members, and their spouses—on the full range of personnel issues.

### How do I know this is an official, approved DoD survey?

- In accordance with [DoD Instruction 8910.01](#), all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is RCS# DD-P&R(QD) 1946, expiring 02/28/2011.

### How did you pick me?

- We use well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., race/ethnicity, Service).

### Why should I participate?

- This is your chance to be heard on issues that directly affect you, including satisfaction with aspects of military life, satisfaction with your workplace environment and the prevalence of racial/ethnic harassment/discrimination.
- Your responses on this survey **make a difference**.

### What is [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil)?

- The official e-mail address for communicating about HR surveys. "HRSurvey" is short for Human Relations Survey.

### Why am I being asked to use the Web?

- Web administration enables us to get survey results to senior Defense leaders faster.

### Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within DMDC. Once you enter your ticket number you are redirected to a contractor site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

### Do I have to take the survey in one sitting?

- No, it is not necessary to complete the survey in one sitting. From any survey item, just click the *Save and Return Later* button. All of your responses are saved. When you return to the Web site, enter your Ticket Number and PIN. You will re-start the survey at the point you stopped.



**Why does the survey ask personal questions?**

- DMDC reports overall results, as well as other characteristics, such as location, gender, etc. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

**Will my answers be kept private?**

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579). [Privacy Act Notice](#)
- Only group statistics will be reported. Individual data will not be reported.

**Can I withdraw my answers once I have started the survey on the Web?**

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to April 21, 2009 by sending an e-mail to [HRSurvey@osd.pentagon.mil](mailto:HRSurvey@osd.pentagon.mil) or calling, toll-free 1-800-881-5307. Include your name, Ticket Number and PIN.

**Will I ever see the results of the survey?**

- Survey results will be posted on the following Web site:

<http://www.dmdc.osd.mil/surveys/>

**DMDC**

RCS: DD-P&R(QD) 1946  
Exp: 02/28/2011  
DMDC Survey No. 08-0067

***2009 Workplace and  
Equal Opportunity Survey of  
Active Duty Members***

***Department of Defense  
Human Resources  
Strategic Assessment  
Program (HRSAP)***



Please return your completed survey in the business reply envelope through a U.S. government mail room or post office.

DEFENSE MANPOWER DATA CENTER  
ATTN: SURVEY PROCESSING CENTER  
DATA RECOGNITION CORPORATION  
P.O. BOX 5720  
HOPKINS, MN 55343

## COMPLETION INSTRUCTIONS

- Use a blue or black pen.
  - Place an "X" in the appropriate box or boxes.
- RIGHT ☒ WRONG ☒ ☐
- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.
- CORRECT ANSWER ☒ INCORRECT ANSWER ☐

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**ROUTINE USES:** None.

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If you desire to withdraw your answers after you submit your survey, please notify the Survey Processing Center prior to April 21, 2009. Please include your name and Ticket Number.

## YOUR BACKGROUND

## 1. In what Service were you on active duty on February 2, 2009?

- ☒ Army  
☒ Navy  
☒ Marine Corps  
☒ Air Force  
☒ Coast Guard  
☒ None, you were separated or retired → GO TO QUESTION 98

## 2. Are you... ?

- ☒ Male ☒ Female

3. What is your current paygrade? *Mark one.*

- |   |   |   |  |
|---|---|---|--|
| <input checked="" type="checkbox"/> E-1 | <input checked="" type="checkbox"/> E-6 | <input checked="" type="checkbox"/> W-1 | <input checked="" type="checkbox"/> O-1/O-1E     |
| <input checked="" type="checkbox"/> E-2 | <input checked="" type="checkbox"/> E-7 | <input checked="" type="checkbox"/> W-2 | <input checked="" type="checkbox"/> O-2/O-2E     |
| <input checked="" type="checkbox"/> E-3 | <input checked="" type="checkbox"/> E-8 | <input checked="" type="checkbox"/> W-3 | <input checked="" type="checkbox"/> O-3/O-3E     |
| <input checked="" type="checkbox"/> E-4 | <input checked="" type="checkbox"/> E-9 | <input checked="" type="checkbox"/> W-4 | <input checked="" type="checkbox"/> O-4          |
| <input checked="" type="checkbox"/> E-5 |   | <input checked="" type="checkbox"/> W-5 | <input checked="" type="checkbox"/> O-5          |
|   |   |   | <input checked="" type="checkbox"/> O-6 or above |

## 4. Are you Spanish/Hispanic/Latino?

- ☒ No, not Spanish/Hispanic/Latino  
☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

5. What is your race? *Mark one or more races to indicate what race you consider yourself to be.*

- ☒ White  
☒ Black or African American  
☒ American Indian or Alaska Native  
☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

6. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☒ 12 years or less of school (no diploma)  
☒ High school graduate—traditional diploma  
☒ High school graduate—alternative diploma (home school, GED, etc.)  
☒ Some college credit, but less than 1 year  
☒ 1 or more years of college, no degree  
☒ Associate's degree (for example, AA, AS)  
☒ Bachelor's degree (for example, BA, AB, BS)  
☒ Master's, doctoral, or professional school degree (for example, MA, MS, MEng, MBA, MSW, PhD, MD, JD, DVM)



**FAMILY AND HOUSEHOLD INFORMATION****7. What is your marital status? Mark one.**

- ☐ Married ⇒ IF MARRIED, GO TO QUESTION 9
- ☐ Separated ⇒ IF SEPARATED, GO TO QUESTION 9
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

**8. Do you have a significant other?**

- ☐ Yes
- ☐ No ⇒ IF NO, GO TO QUESTION 12

**9. Is your spouse/significant other Spanish/Hispanic/Latino?**

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

**10. What race is your spouse/significant other? Mark one or more to describe his/her race.**

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)

**SATISFACTION AND RETENTION INTENTION****11. Does your spouse/significant other think you should stay on or leave active duty?**

- ☐ Strongly favors staying
- ☐ Somewhat favors staying
- ☐ Has no opinion one way or the other
- ☐ Somewhat favors leaving
- ☐ Strongly favors leaving

**12. Does your family think you should stay on or leave active duty?**

- ☐ Strongly favors staying
- ☐ Somewhat favors staying
- ☐ Has no opinion one way or the other
- ☐ Somewhat favors leaving
- ☐ Strongly favors leaving

**13. How many years of active duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? To indicate less than one year, enter "0".**

Years

**14. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?**

- ☐ Very likely
- ☐ Likely
- ☐ Neither likely nor unlikely
- ☐ Unlikely
- ☐ Very unlikely

**15. Overall, how satisfied are you with the military way of life?**

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Neither satisfied nor dissatisfied
- ☐ Dissatisfied
- ☐ Very dissatisfied

**16. Suppose a youth came to you for advice. How likely is it that you would recommend... Mark one answer for each item.**

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
a. Joining a military Service? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Joining a Reserve component of the military? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Becoming a federal civil servant? ....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**TEMPO****17. In the past 12 months, how many nights did you spend away from your permanent duty station because of your military duties? To indicate none, enter "0".**

Nights

**18. Have you been deployed longer than 30 consecutive days since September 11, 2001?**

- ☐ Yes, in the past 12 months
- ☐ Yes, but not in the past 12 months
- ☐ No ⇒ IF NO, GO TO QUESTION 21

**19. In the past 12 months, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.**

	Yes	No
a. Operation Noble Eagle (airport security) .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Operation Enduring Freedom (Afghanistan) ..	<input type="checkbox"/>	<input type="checkbox"/>
c. Operation Iraqi Freedom .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Other .....	<input type="checkbox"/>	<input type="checkbox"/>

20. Have you ever been deployed to a combat zone or an area where you drew imminent danger or hostile fire pay since September 11, 2001?

- ☐ Yes, in the past 12 months  
☐ Yes, but not in the past 12 months  
☐ No

#### YOUR MILITARY WORKPLACE

21. How much do you agree or disagree with the following statements about your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I know what is expected of me at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I have the materials and equipment I need to do my work right .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. At work, I have the opportunity to do what I do best every day .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. In the last seven days, I have received recognition or praise for doing good work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. My supervisor, or someone at work, seems to care about me as a person .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is someone at work who encourages my development .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. At work, my opinions seem to count...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. The mission/purpose of my Service makes me feel my job is important...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. My coworkers are committed to doing quality work .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. I have a best friend at work.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. In the last six months, someone at work has talked to me about my progress .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. This last year, I have had opportunities at work to learn and to grow .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. My supervisor helps everyone in my work group feel included .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. At my workplace, all employees are kept well informed about issues and decisions that affect them .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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22. How much do you agree or disagree with the following statements about your immediate supervisor? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your supervisor ensures that all assigned personnel are treated fairly ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. There is very little conflict between your supervisor and the people who report to him/her .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your supervisor evaluates your work performance fairly .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your supervisor assigns work fairly in your work group .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You are satisfied with the direction/ supervision you receive .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. What is the race/ethnic background of your immediate supervisor in your current work group? *Mark one or more to describe his/her race/ethnicity.*

- ☐ White  
☐ Black or African American  
☐ American Indian or Alaska Native  
☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)  
☐ Spanish/Hispanic/Latino  
☐ Don't know

24. To what extent do you believe that having a mentor would be useful to advancing your military career?

- ☐ Very large extent  
☐ Large extent  
☐ Moderate extent  
☐ Small extent  
☐ Not at all

25. In your opinion, have you had a formal and/or informal mentor who advised you on your military career? *Mark one.*

- ☐ Yes, I have had at least one mentor  
☐ No, I have not had a mentor ⇒ IF NO, GO TO QUESTION 31



26. To what extent have your mentorship experiences helped you to advance your military career? *Mark one answer for each item.*

	Did not have	Did not help at all	Helped to a small extent	Helped to a moderate extent	Helped to a large extent	Helped to a very large extent
a. Experiences in a <u>formal</u> mentorship program .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. <u>Informal</u> mentorship experiences .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career. *Mark one answer for each item.*

	Did not provide	Not at all useful	Somewhat useful	Moderately useful	Largely useful	Very useful
a. Advising you on ways to handle challenging assignments .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Providing you with challenging assignments .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Helping you get developmental assignments .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Helping you develop skills/competencies for future assignments .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Providing career guidance .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Inviting you to observe activities at his/her level .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Providing sponsorship/contacts to help advance your career .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Shielding you from those who would interfere with your career advancement .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Acting as a role model for you .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Advising you on organizational politics .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Providing support and encouragement .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Providing personal and social guidance .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. Was your most effective mentor assigned/provided to you as part of a formal mentorship program?

- ☐ Yes  
☐ No

29. What is the race/ethnic background of your most effective mentor? *Mark one or more to describe his/her race/ethnicity.*

- ☐ White  
☐ Black or African American  
☐ American Indian or Alaska Native  
☐ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)  
☐ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro)  
☐ Spanish/Hispanic/Latino  
☐ Don't know

30. Was your most effective mentor...?

- ☐ Male ☐ Female

31. How much do you agree or disagree with the following statements about the people you work with at your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. There is very little conflict among your coworkers .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your coworkers put in the effort required for their jobs .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. The people in your work group tend to get along .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The people in your work group are willing to help each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with the relationships you have with your coworkers .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

32. How often during the past 12 months have you (or others in your workplace) had experiences where coworkers or supervisors... *Mark one answer for each item.*

	Very often	Often	Sometimes	Once or twice	Never
a. Intentionally interfered with others' work performance? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Did not provide information or assistance when needed? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were excessively harsh in their criticism of work performance? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Took credit for work or ideas that were not theirs? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Spread rumors or gossiped about you or others? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

◆ 32. Continued.

	Very often	Often	Sometimes	Once or twice	Never
f. Used insults, sarcasm, or gestures to humiliate you or others? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Yelled when they were angry with you or others? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Swore at you or others in a hostile manner? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Damaged or stole others' property or equipment? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33. How much do you agree or disagree with the following statements about the work you do at your workplace? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your work makes good use of your skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You like the kind of work you do .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your job gives you the chance to acquire valuable skills .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. You are satisfied with your job as a whole .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

34. Overall, how well prepared... *Mark one answer for each item.*

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are <u>you</u> to perform your wartime job? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Is <u>your unit</u> to perform its wartime mission? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35. How would you rate... *Mark one answer for each item.*

	Very low	Low	Moderate	High	Very high
a. Your current level of morale? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The current level of morale in <u>your unit</u> ? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. How long have you been in your present unit? *To indicate less than one year, enter "0".*

<input type="text"/>	<input type="text"/>	Years
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37. How much do you agree or disagree with the following statements about your unit? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Service members in your unit really care about each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Service members in your unit work well as a team .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Service members in your unit pull together to get the job done .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Service members in your unit trust each other .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

STRESS, HEALTH, AND WELL-BEING

38. How true or false is each of the following statements for you? *Mark one answer for each statement.*

	Definitely true	Mostly true	Mostly false	Definitely false
a. I am as healthy as anybody I know .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I seem to get sick a little easier than other people .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I expect my health to get worse .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My health is excellent .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

39. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Mark one answer for each item.*

	All or most of the time	A good bit of the time	Some of the time	Little or none of the time
a. Cut down on the amount of time you spent on work or other activities .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Accomplished less than you would like .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Were limited in the kind of work or other activities you do .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Had difficulty performing the work or other activities you do (for example, it took extra effort) .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

40. Overall, how would you rate... *Mark one answer for each item.*

	Much more than usual	More than usual	About the same as usual	Less than usual	Much less than usual
a. The current level of stress in your <u>work</u> life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. The current level of stress in your <u>personal</u> life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



41. In the past month, how often have you... **Mark one answer for each item.**

	Very often	Fairly often	Sometimes	Almost never	Never
a. Been upset because of something that happened unexpectedly? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Felt that you were unable to control the important things in your life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Felt nervous and stressed? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Felt confident about your ability to handle your personal problems? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Felt that things were going your way? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Found that you could not cope with all of the things you had to do? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Been able to control irritations in your life? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Felt that you were on top of things? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Been angered because of things that were outside of your control? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Felt difficulties were piling up so high that you could not overcome them? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

42. Below is a list of problems that Service members sometimes have in response to some military experiences. Please indicate how much you have been bothered by the following in the past 30 days. **Mark one answer for each item.**

	Extremely	Quite a bit	Moderately	A little bit	Not at all
a. Repeated, disturbing <i>memories</i> , <i>thoughts</i> , or <i>images</i> of a stressful military experience? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Repeated, disturbing <i>dreams</i> of a stressful military experience? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Suddenly <i>acting</i> or <i>feeling</i> as if a stressful military experience <i>were happening again</i> (as if you were reliving it)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Feeling <i>very upset</i> when something <i>reminded</i> you of a stressful military experience? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Having <i>physical reactions</i> (e.g., heart pounding, trouble breathing, or sweating) when <i>something reminded</i> you of a stressful military experience? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Avoid <i>thinking about</i> or <i>talking about</i> a stressful military experience or avoid <i>having feelings</i> related to it? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

42. Continued.

	Extremely	Quite a bit	Moderately	A little bit	Not at all
g. Avoid <i>activities</i> or <i>situations</i> because <i>they remind</i> you of a stressful military experience? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Trouble <i>remembering important parts</i> of a stressful military experience? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Loss of <i>interest in things that you used to enjoy</i> ? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Feeling <i>distant</i> or <i>cut off</i> from other people? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Feeling <i>emotionally numb</i> or being unable to have loving feelings for those close to you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Feeling as if your <i>future</i> will somehow be <i>cut short</i> ? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Trouble <i>falling</i> or <i>staying asleep</i> ? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Feeling <i>irritable</i> or having <i>angry outbursts</i> ? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Having <i>difficulty concentrating</i> ? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Being " <i>super alert</i> " or watchful on guard? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Feeling <i>jumpy</i> or easily startled? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

43. Over the past 30 days, have you been bothered by the following problems? **Mark one answer for each item.**

	Nearly every day	More than half the days	Several days	Not at all
a. Little interest or pleasure in doing things? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Feeling down, depressed, or hopeless? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Trouble falling or staying asleep, or sleeping too much? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Feeling tired or having little energy? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Poor appetite or overeating? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Feeling bad about yourself—or that you are a failure or have let yourself or your family down? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Trouble concentrating on things, such as reading the newspaper or watching television? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Moving or speaking so slowly that other people could have noticed. Or the opposite—being so fidgety or restless that you have been moving around a lot more than usual? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



44. Were any of the problems you marked in the previous questions a result of experiencing... Mark "Yes" or "No" for each item.

☒ Does not apply; I marked "Not at all" to all items in Questions 42 and 43.

	Yes	No
a. Race/ethnicity-related assault while deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Race/ethnicity-related assault while <u>not</u> deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Sexual assault while deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Sexual assault while <u>not</u> deployed? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Combat or being in a combat zone? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Other traumatic <u>military</u> events? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Other traumatic <u>non-military</u> events? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Traumatic events prior to entering military service? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

#### RACIAL/ETHNIC EXPERIENCES

45. How frequently during the past 12 months have you been in circumstances where you thought

- **Military Personnel** (Active Duty or Reserve)
  - on- or off-duty
  - on- or off-installation; and/or
- **DoD/DHS Civilian Employees and/or Contractors**
  - In your workplace or on or off your installation/ship... Mark one answer for each item.

	Often	Sometimes	Once or twice	Never
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Were condescending to you because of your race/ethnicity? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Displayed tattoos or wore distinctive clothes which were racist? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Did not include you in social activities because of your race/ethnicity? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

45. Continued.

	Often	Sometimes	Once or twice	Never
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
i. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
j. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
k. Vandalized your property because of your race/ethnicity? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
l. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
m. Physically threatened or intimidated you because of your race/ethnicity? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
n. Assaulted you physically because of your race/ethnicity? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
o. Other race/ethnicity-related experiences? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Please print.

46. Do you consider ANY of the behaviors which you marked as happening to you in Question 45 to have been racial/ethnic harassment?

- ☒ None  
☒ Some  
☒ All  
☒ Does not apply; I marked "Never" to every item  
 ⇒ IF DOES NOT APPLY; GO TO QUESTION 48

47. Do you think that DoD and your Service have a responsibility to prevent the behaviors which you marked as happening to you in Question 45? Mark one.

- ☒ No  
☒ Yes, some of it  
☒ Yes, all of it

48. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? **Mark one answer for each statement.**

	No, or does not apply	Yes, but my race/ethnicity was NOT a factor	Yes, and my race/ethnicity was a factor
a. You were rated lower than you deserved on your last evaluation .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Your last evaluation contained unjustified negative comments .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. You were held to a higher performance standard than others in your job .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. You did not get an award or decoration given to others in similar circumstances ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Your current assignment has not made use of your job skills.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. You were not able to attend a major school needed for your specialty .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. You received lower grades than you deserved in your training .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. You did not get a job assignment that you wanted because of scores that you got on tests .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Your current assignment is not good for your career if you continue in the military ...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. You did not learn until it was too late of opportunities that would help your career .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. You were unable to get straight answers about your promotion possibilities .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. You were taken to nonjudicial punishment or court martial when you should not have been .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. You were punished at your job for something that others did without being punished .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. You were excluded by your peers from social activities .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. You received poorer treatment than you deserved from a military health care provider.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

48. Continued.

No, or does not apply  
Yes, but my race/ethnicity was NOT a factor  
Yes, and my race/ethnicity was a factor

- t. You were harassed by armed forces police .....
- u. You had other bothersome experiences at your job .....

Please print.

49. Do you consider **ANY** of the behaviors which you marked in Question 48 to have been... **Mark one answer for each item.**

- ☐ Does not apply; I marked "No, or does not apply" to every item

	All	Some	None
a. Racial/ethnic discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Sex discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Age discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Religious discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other type of discrimination? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please print.

50. Do you think that DoD and your Service have a responsibility to prevent the behaviors which you marked as happening to you in Question 48? **Mark one.**

- ☐ No
- ☐ Yes, some of it
- ☐ Yes, all of it
- ☐ Does not apply

If you marked "Never" for every item in Question 45 AND "No, or does not apply" for every item in Question 48, GO TO QUESTION 73



51. Think about the situations you experienced during the past 12 months that involved the behaviors you marked in Questions 45 and 48 as having happened to you because of race/ethnicity. Now pick the event or set of related events that bothered you most.

What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.

	Yes	No
a. Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. Race/ethnicity-related threats, intimidation, vandalism, or physical assault.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
g. Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
h. Other ways in which you have been bothered or hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

52. Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?

- ☒ None  
☒ Some  
☒ All

53. During the course of the situation you have in mind, how often did the behavior(s) occur?

- ☒ Once  
☒ Occasionally  
☒ Frequently

54. How long did this situation last or, if continuing, how long has it been going on?

- ☒ Less than 1 week  
☒ 1 week to less than 1 month  
☒ 1 month to less than 3 months  
☒ 3 months to less than 6 months  
☒ 6 months or more

55. Where did this situation occur? Mark one.

- ☒ At a military installation (for example, on base)  
☒ Some behaviors occurred at a military installation and some did not  
☒ Not at a military installation (for example, off base)

56. Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.

	Yes	No
a. At your work (the place where you perform your military duties)?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. During duty hours?.....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. In a work environment where members of your racial/ethnic background were uncommon? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

57. Did any of the behaviors in the situation occur while you were deployed?

- ☒ Yes  
☒ No

58. Do you know the race/ethnicity of one or more of the offenders?

- ☒ Yes  
☒ No ⇒ IF NO, GO TO QUESTION 60

59. How many offender(s) of each racial/ethnic group were involved in the situation? **Mark one answer for each item.**

	At least one	None
a. Unknown race/ethnicity .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Multiracial/ethnic individual(s) .....	<input type="checkbox"/>	<input type="checkbox"/>
c. White .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Black or African American.....	<input type="checkbox"/>	<input type="checkbox"/>
e. American Indian or Alaska Native.....	<input type="checkbox"/>	<input type="checkbox"/>
f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese) .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian or Chamorro) .....	<input type="checkbox"/>	<input type="checkbox"/>
h. Spanish/Hispanic/Latino.....	<input type="checkbox"/>	<input type="checkbox"/>

60. Was the offender(s)... **Mark "Yes," "No," or "Don't know" for each item.**

	Don't know	No	Yes
a. Someone in your chain-of-command? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Other military person(s), not in your chain-of-command, of higher rank/grade than you? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Your military coworker(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Your military subordinate(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Other military person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. DoD/DHS civilian employee(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. DoD/DHS civilian contractor(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. A civilian from the local community? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Unknown person(s)? .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

61. As a result of the situation, did you... **Mark "Yes" or "No" for each item.**

	No	Yes
a. Try to ignore the behavior? .....	<input type="checkbox"/>	<input type="checkbox"/>
b. Try to avoid the person(s) who bothered you? .....	<input type="checkbox"/>	<input type="checkbox"/>
c. Tell the person(s) to stop? .....	<input type="checkbox"/>	<input type="checkbox"/>
d. Ask someone else to speak to the person(s) for you? .....	<input type="checkbox"/>	<input type="checkbox"/>
e. Settle it yourself physically? .....	<input type="checkbox"/>	<input type="checkbox"/>
f. Call a hotline for advice/information (not to file a report)? .....	<input type="checkbox"/>	<input type="checkbox"/>
g. Request a transfer? .....	<input type="checkbox"/>	<input type="checkbox"/>
h. Think about getting out of your Service? .....	<input type="checkbox"/>	<input type="checkbox"/>

62. Did you discuss/report this situation with any military individuals or organizations? **Mark "Yes" or "No" for each item.**

	No	Yes
a. I <u>informally</u> discussed this situation .....	<input type="checkbox"/>	<input type="checkbox"/>
b. I <u>formally</u> reported this situation.....	<input type="checkbox"/>	<input type="checkbox"/>

**If you have not formally reported the situation, GO TO QUESTION 70**

63. Did you report this situation to any of the following military individuals or organizations? **Mark "Yes" or "No" for each item.**

	No	Yes
a. Someone in your chain-of-command.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Someone in the chain-of-command of the person who did it.....	<input type="checkbox"/>	<input type="checkbox"/>
c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office).....	<input type="checkbox"/>	<input type="checkbox"/>
d. Other person or office with responsibility for follow-up.....	<input type="checkbox"/>	<input type="checkbox"/>

64. Were you encouraged to withdraw your report?

☐ Yes  
☐ No

65. How satisfied are you with the following aspects of the reporting process? **Mark one answer for each item.**

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to follow-up on a report .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Treatment by personnel handling your report.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Amount of time it took/is taking to resolve your report.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. How well you were/are kept informed about the progress of your report.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Degree to which your privacy was/is being protected .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. The reporting process overall .....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



◆ 66. Do you know the outcome of your report?

- ☐ Yes  
☐ No ⇒ IF NO, GO TO QUESTION 70  
☐ Does not apply; it is still in process ⇒ IF DOES NOT APPLY; GO TO QUESTION 70

67. Was your report found to be true?

- ☐ Yes  
☐ No  
☐ They were unable to determine whether your report was true

68. How satisfied were you with the outcome of your report?

- ☐ Very satisfied  
☐ Satisfied  
☐ Neither satisfied nor dissatisfied  
☐ Dissatisfied  
☐ Very dissatisfied

69. In response to your report, was official action taken against... Mark "Yes," "No," or "Don't know" for each item.

- |   | Don't know               | No                       | Yes                      |
|---|--------------------------|--------------------------|--------------------------|
| a. You? .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. One or more of the person(s) who bothered you? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

70. Was the situation corrected?

- ☐ Yes  
☐ No

71. As a result of the situation, did you experience any... Mark "Yes," "No," or "Don't know" for each item.

- |  | Don't know               | No                       | Yes                      |
|--|--------------------------|--------------------------|--------------------------|
| a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)? ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)? .....                                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

If you formally reported the situation to a military authority or organization, GO TO QUESTION 73

72. What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

- |   | No                       | Yes                      |
|---|--------------------------|--------------------------|
| a. You thought it was not important enough to report.....   | <input type="checkbox"/> | <input type="checkbox"/> |
| b. You did not know how to report.....  | <input type="checkbox"/> | <input type="checkbox"/> |
| c. You felt uncomfortable making a report .....   | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You took care of the problem yourself .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| e. You did not think anything would be done ....  | <input type="checkbox"/> | <input type="checkbox"/> |
| f. You thought you would not be believed .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You thought reporting would take too much time and effort.....                                     | <input type="checkbox"/> | <input type="checkbox"/> |
| h. You thought you would be labeled a troublemaker .....  | <input type="checkbox"/> | <input type="checkbox"/> |
| i. You thought it would make your work situation unpleasant .....                                     | <input type="checkbox"/> | <input type="checkbox"/> |
| j. You thought your performance evaluation or chance for promotion would suffer.....                  | <input type="checkbox"/> | <input type="checkbox"/> |
| k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends ..... | <input type="checkbox"/> | <input type="checkbox"/> |
| l. You were afraid of retaliation/reprisals from your chain-of-command .....                          | <input type="checkbox"/> | <input type="checkbox"/> |
| m. You did not know the identity of the person(s) who did it.....                                     | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Situation only involved civilian(s) off an installation .....                                      | <input type="checkbox"/> | <input type="checkbox"/> |

PERSONNEL POLICY AND PRACTICES

73. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each item.

- |   | Don't know               | No                       | Yes                      |
|---|--------------------------|--------------------------|--------------------------|
| a. Senior leadership of my Service .....        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Senior leadership of my installation/ship... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. My immediate supervisor .....                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

74. In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of being promoted be... Mark one.

- ☐ The same  
☐ Better  
☐ Worse

75. Has the military paid too much or too little attention to racial/ethnic harassment and discrimination during the past several years? *Mark one.*

- ☐ Too much attention  
☐ The right amount of attention  
☐ Too little attention

76. How would you rate race relations... *Mark one answer for each item.*

	Poor	Fair	Good	Very good	Excellent
--	------	------	------	-----------	-----------

- a. In your work group? .....  
 b. At your installation/ship? .....  
 c. In your Service? .....  
 d. In the local community around your installation? .....

77. In your work group, to what extent... *Mark one answer for each statement.*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
--	-------------------	--------------	-----------------	--------------	------------

- a. Would members feel free to report racial/ethnic harassment and discrimination without fear of reprisals? .....  
 b. Would reports about racial/ethnic harassment and discrimination be taken seriously? .....  
 c. Would people be able to get away with racial/ethnic harassment and discrimination? .....  
 d. Are policies forbidding racial/ethnic harassment and discrimination publicized? .....  
 e. Are reporting procedures related to racial/ethnic harassment and discrimination publicized? .....

78. At your installation/ship... *Mark "Yes" or "No" for each item.*

	No	Yes
--	----	-----

- a. Would you know how to report experiences of racial/ethnic harassment? .....  
 b. Would you know how to report experiences of racial/ethnic discrimination? .....  
 c. Is the availability of reporting hotlines publicized enough? .....

## TRAINING

79. Have you had any training during the past 12 months on topics related to racial/ethnic harassment and discrimination?

- ☐ Yes  
☐ No ⇒ IF NO, GO TO QUESTION 83

80. In the past 12 months, how many times have you had training on topics related to racial/ethnic harassment and discrimination? *To indicate nine or more, enter "9".*

Times

81. The training I have received... *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
--	-------------------	----------	----------------------------	-------	----------------

- a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination .....  
 b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole .....  
 c. Identifies behaviors that are offensive to others and should not be tolerated .....  
 d. Gives useful tools for dealing with racial/ethnic harassment and discrimination .....  
 e. Explains the process for reporting racial/ethnic harassment and discrimination .....  
 f. Makes me feel it is safe to report offensive, racial/ethnic situations .....  
 g. Promotes cross-cultural awareness .....  
 h. Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences .....  
 i. Provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs .....  
 j. Promotes religious tolerance .....



82. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

- ☐ Very effective  
☐ Moderately effective  
☐ Slightly effective  
☐ Not at all effective

### SOCIAL PERCEPTIONS

83. To what extent do you feel... Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Comfortable interacting with people from different racial/ethnic groups? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Uneasy being around people who are of racial/ethnic backgrounds different from yours? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. The need to monitor your speech when interacting with people from different racial/ethnic groups? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. The need to monitor your behavior (e.g., body language or facial expressions) when interacting with people from different racial/ethnic groups? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

84. Do you agree with the ideals of organizations that... Mark "Yes" or "No" for each item.

	No	Yes
a. Support the separation of people based on race/ethnicity? ..	<input type="checkbox"/>	<input type="checkbox"/>
b. Warn of the dangers of interactions between people of different races/ethnicities? ..	<input type="checkbox"/>	<input type="checkbox"/>
c. Point out the dangers of racial/ethnic diversity? ..	<input type="checkbox"/>	<input type="checkbox"/>
d. Point out the dangers of racial/ethnic tolerance? ..	<input type="checkbox"/>	<input type="checkbox"/>

85. Do you know any Service members who you think should have been reprimanded in the past 12 months due to their... Mark "Yes" or "No" for each item.

	No	Yes
a. Participation in prohibited demonstrations, rallies, or other functions that were racist or negatively portrayed a racial/ethnic group? ..	<input type="checkbox"/>	<input type="checkbox"/>
b. Distribution of materials that were racist or negatively portrayed a racial/ethnic group to other military members? ..	<input type="checkbox"/>	<input type="checkbox"/>
c. Expressing negative opinions of other racial/ethnic groups? ..	<input type="checkbox"/>	<input type="checkbox"/>

86. Are you aware of other Service members who use any of the following methods to spread racist messages/ideas? Mark "Yes" or "No" for each item.

	No	Yes
a. Graffiti ..	<input type="checkbox"/>	<input type="checkbox"/>
b. Music ..	<input type="checkbox"/>	<input type="checkbox"/>
c. Internet (e.g., blogs or email) ..	<input type="checkbox"/>	<input type="checkbox"/>
d. Tattoos ..	<input type="checkbox"/>	<input type="checkbox"/>
e. Clothing ..	<input type="checkbox"/>	<input type="checkbox"/>
f. Other ..	<input type="checkbox"/>	<input type="checkbox"/>

87. Are you aware of other Service members who use any of the following methods to spread gang-related messages/ideas? Mark "Yes" or "No" for each item.

	No	Yes
a. Graffiti ..	<input type="checkbox"/>	<input type="checkbox"/>
b. Music ..	<input type="checkbox"/>	<input type="checkbox"/>
c. Internet (e.g., blogs or email) ..	<input type="checkbox"/>	<input type="checkbox"/>
d. Tattoos ..	<input type="checkbox"/>	<input type="checkbox"/>
e. Clothing ..	<input type="checkbox"/>	<input type="checkbox"/>
f. Other ..	<input type="checkbox"/>	<input type="checkbox"/>

88. At your installation/ship, to what extent... Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are racist/extremist organizations or individuals a problem? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Are hate crimes a problem? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Are gangs a problem? ..	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

89. In the local community around your installation, to what extent... *Mark one answer for each item.*

Very large extent
Large extent
Moderate extent
Small extent
Not at all

- a. Are racist/extremist organizations or individuals a problem? ..... ☐ ☐ ☐ ☐ ☐
- b. Are hate crimes a problem? ..... ☐ ☐ ☐ ☐ ☐
- c. Are gangs a problem? ..... ☐ ☐ ☐ ☐ ☐

90. During the past 12 months, has someone asked you... *Mark "Yes" or "No" for each item.*

No
Yes

- a. To join a racist/extremist organization? ..... ☐ ☐
- b. To participate in racist/extremist activities? .... ☐ ☐
- c. To join a gang? ..... ☐ ☐
- d. To participate in gang activities? ..... ☐ ☐
- e. To participate in a hate crime? ..... ☐ ☐

#### MILITARY/CIVILIAN COMPARISONS

91. In your opinion, how often does racial/ethnic harassment and discrimination occur at military workplaces compared to civilian workplaces?

- ☐ Much less often in the military
- ☐ Less often in the military
- ☐ About the same in the military
- ☐ More often in the military
- ☐ Much more often in the military
- ☐ Don't know

92. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

- ☐ Better today
- ☐ About the same as five years ago
- ☐ Worse today

93. In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse

94. How do the opportunities/conditions for people of your racial/ethnic background in the military compare to opportunities/conditions you would have in the civilian world? *Mark one answer for each item.*

Much better as a civilian
Better as a civilian
No difference
Better in the military
Much better in the military

- a. Freedom from harassment ..... ☐ ☐ ☐ ☐ ☐
- b. Freedom from discrimination ..... ☐ ☐ ☐ ☐ ☐
- c. Fair administration of criminal justice ..... ☐ ☐ ☐ ☐ ☐
- d. Freedom from retaliation ..... ☐ ☐ ☐ ☐ ☐
- e. Freedom from extremism/hate crimes ..... ☐ ☐ ☐ ☐ ☐
- f. Freedom from gangs ..... ☐ ☐ ☐ ☐ ☐
- g. Race/ethnic relations overall ..... ☐ ☐ ☐ ☐ ☐

95. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

- ☐ Don't know, I have been in the military less than five years ⇒ IF DON'T KNOW, GO TO QUESTION 98
- ☐ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often

96. In your opinion, have race/ethnic relations in the military gotten better or worse over the last five years?

- ☐ Better today
- ☐ About the same as five years ago
- ☐ Worse today

97. In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?

- ☐ Much better
- ☐ Better
- ☐ Neither better nor worse
- ☐ Worse
- ☐ Much worse





Any comments you make on this questionnaire will be kept confidential. If you answer any items and indicate distress, being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC will notify an office in your area for appropriate action.

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